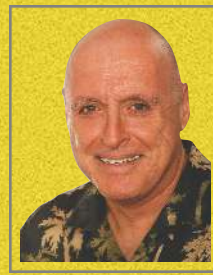


THE EXTRA POINT

BY JERRY ROBERTS



1198 Do You Have a Growth Mindset or Fixed Mindset?

In our workplaces today, we find people who are more *or less* open to challenges; who are more *or less* likely to stay in the game when faced with a setback; and are more *or less* open to learning and adding to their skills. I'm Jerry Roberts, and I'll tell you why being able to identify these traits will help us and those around us. That's next, on The Extra Point.

Let's start with explanations. A person with a growth mindset believes that intelligence or resilience can be developed through hard work, the right strategies, and the ability to receive and implement good feedback. They are happy for the successes of others.

Someone with a fixed mindset believes you have whatever you were born with, and that's not likely going to change.

A person with a fixed mindset will avoid challenges, be defensive, probably not respond to constructive feedback, and feel threatened by the accomplishments of others.

Looking at this from an individual's perspective, it would seem that the growth mindset would favor the person looking to move up in the organization.

An organization that is mindful of succession and retaining their best talent will be more attracted to the growth mindset as well.

What does this mean for your organization? First, it's unlikely anyone self-identifies as having a closed mindset. For those on your team who fit the description, you may have to help them realize it.

Once they do, and once they understand that others see them that way, it could have an impact on them and they could begin to see things differently. That said, I think there's another way to approach them.

Some people have been raised with a fixed mindset. It started with how their parents saw

the world; then who their teachers were; to be followed by managers in jobs before they got to you. Overcoming a lifetime of seeing life one way is likely not going to be changed right away, but that doesn't mean you don't try.

Give them a small challenge, something not too far outside their comfort zone. Guide them to success, then publicly congratulate them. Teammates will usually chime in with their own positive comments. Now, repeat the process.

This accomplishes two things. One, they took on challenges and succeeded. Two, people recognized them for doing so, which is an ego stroke. When they see that their work is going to be appreciated, they'll likely be more open to appreciating the work of others. This is basic human nature.

Let's talk about feedback. All workers love the good comments, but some get defensive if a manager talks about needed improvement. The only way we get better is when someone points out where we fall short, but those with a fixed mindset may take the feedback as being too strong and personal.

If a worker shows they are uneasy about the constructive feedback, the first thing to be sure of is that the comments are constructive. Are you complaining or teaching? What kind of mindset are you in when you deliver the feedback? Does the person you're feeding back to consider it teaching, or discipline?

To me, feedback is an investment in growth. It should feel like a launchpad to the next level. It is that what yours feels like?

Challenges, breaking down comfort zones, receiving legitimate constructive feedback — all these things can begin to change a mindset from fixed to growth. It will take time, but stacking up wins on top of each other can get you moving in the right direction.

(Con't.)

Working with people who have the growth mindset is a pleasure, and will motivate a manager to be his/her best. Success is in the air, and the atmosphere can be electric.

They love challenges, aren't disillusioned by any setbacks, see feedback as opportunities to learn, and they celebrate accomplishments.

Hopefully, what we're talking about here can help you transform mindsets from fixed to growth.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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