

CULTIVATING A GROWTH MINDSET

A Journey from Potential to Excellence

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40%



Only about 40% of people are estimated to naturally possess a strong growth mindset, with many others hindered by a fear of failure.



Introduction

Embark on this journey with us and discover how a shift in mindset can turn not only your own potential, but the potential of all those around you, into lasting excellence



Agenda



01

Striving For Development

02

Challenges and Obstacles

03

Mastery Through Practice

04

Direct Feedback

05

Failure

06

Burnout

07

Community



Michael Jordan
Hear his story

Did he succeed with raw talent?
What differentiated him?

Growth Mindset Exercise

Do not edit
*How to change the
design*



Excercise Regarding Abilities

① The Slido app must be installed on every computer you're presenting from

slido

Carol Dweck - a renowned Stanford University psychologist famous for pioneering research into motivation, personality, and development - best known for developing the concept of **growth mindset vs. fixed mindset.**

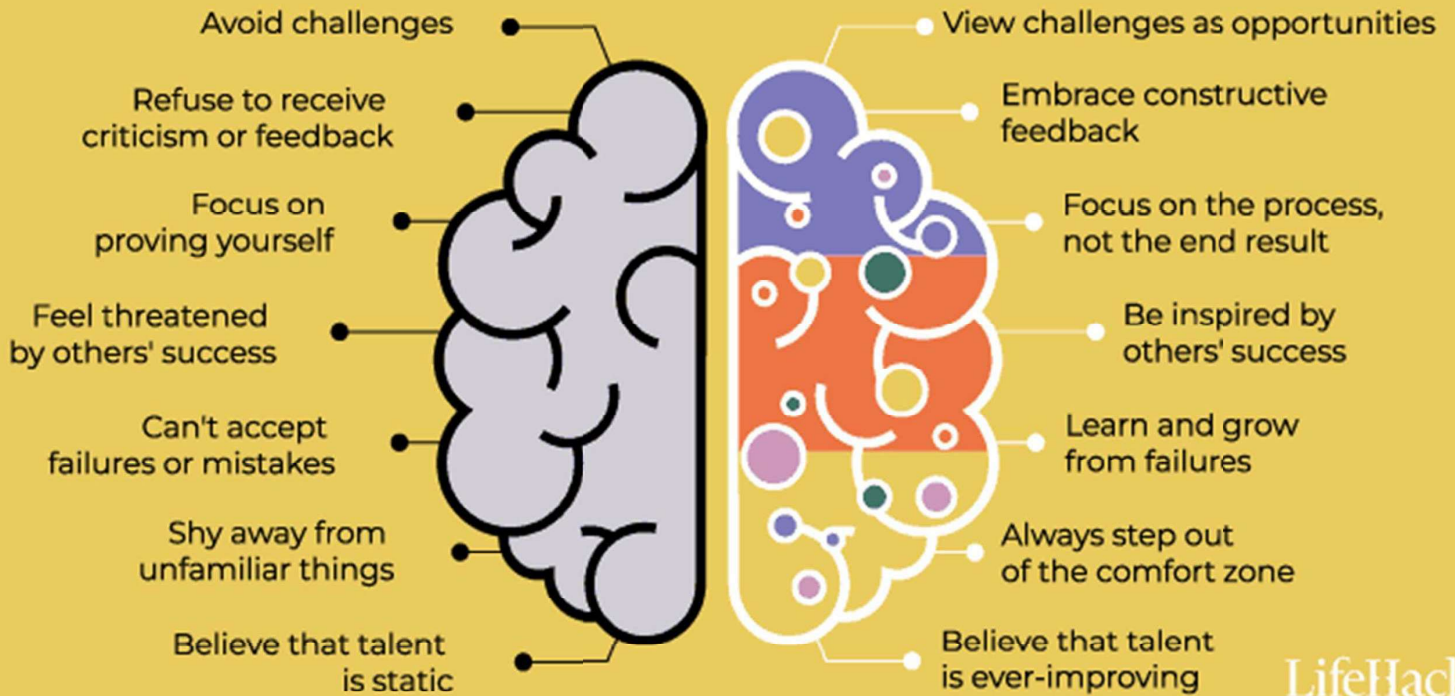


1

Striving for Development

Rethinking SKILL learning as a teachable muscle,
not just natural talent

Fixed Mindset vs Growth Mindset



2

Embracing Challenges And Obstacles

Know your limits, but push through what you can

"The impediment to action advances action. What stands in the way becomes the way."

— Marcus Aurelius

Where This Shows Up in the Workplace

1. Challenge Selection
2. Cross Functional Friction
3. Reaction to Others Success

3

Mastery Through Practice

Repeat, repeat, repeat . . .
until a task is second nature



4

Asking for More Direct Feedback

Using constructive feedback as a method of practice, not a punishment

“If we shield ourselves from all feedback, we stop growing”

Brene Brown, Dare to Lead

5

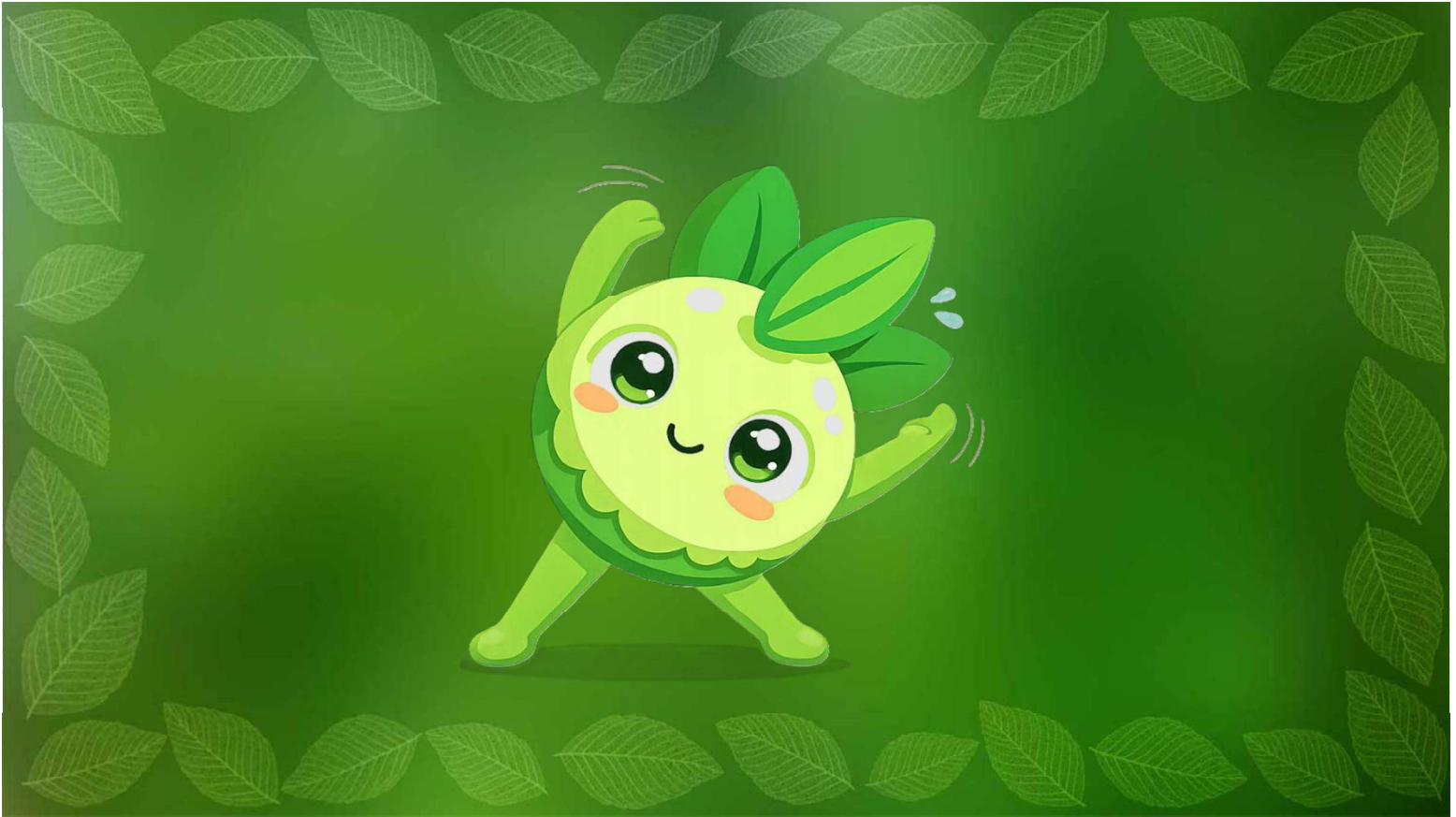
Failure as a Pathway to Resiliency

If you have room to be curious and fail and keep going, you can learn what doesn't work and narrow down what does

Intellectual Humility

Intellectual humility is the recognition that one's beliefs may be wrong, fostering a "curious joy" in discovering mistakes to grow, rather than defending ego. It involves lowering defensiveness to embrace new information, ultimately enhancing relationships, learning, and well-being, while shifting the goal from being "right" to seeking truth.

KANSAS REFLECTOR



6

Increasing Personal Value – While Avoiding Burnout

A growth mindset is maintainable through self-check-ins, you are capable of more than you think you are, but take care of yourself

Leaders Playbook

- **Normalize learning goals**
- **Make post-mortems blameless**
- **Reward teach-backs**
- **Promote coachability**
- **Publicly model learning**

7

Growth Through Community

Once you have this knowledge share it, get people involved at every level

- **Growth is not a solo ascent**
- **Encourage education at every level**
- **Companies with a growth-mindset culture report more collaboration, more empowerment, and more innovation**

Call to Action



Add "yet" to one sentence you've been saying

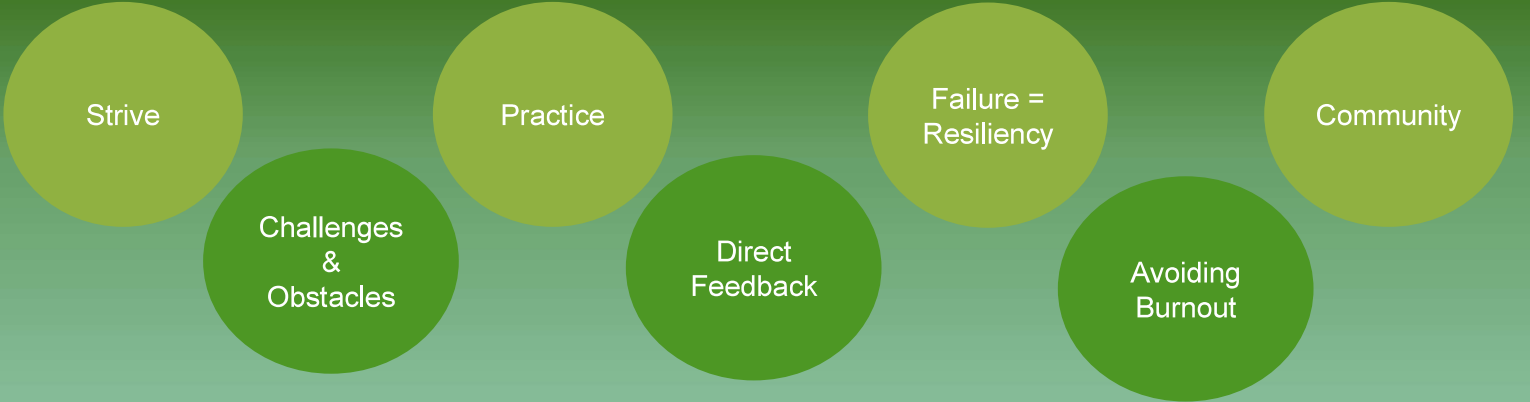


Ask for one piece of specific feedback and try a new strategy



Celebrate progress publicly — share what changed and what you learned





Book References

- Mindset – Carol Dweck
- Dare to Lead – Brene Brown
- So Good They Can't Ignore You – Cal Newport





THANK YOU