


HOW TO ADOPT A GROWTH MINDSET





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What we will cover today

- What is growth mindset?
- Understanding our own mindsets
- Developing growth mindset in your teams
- Using your physiology to set your state
- From growth to explorer mindset
- Designing your own experiments

What does growth mindset
mean to you and how are you
using it in your role?

WHAT IS GROWTH MINDSET ?



**"Thinking that your intelligence
is something you can develop,
as opposed to something that is
a fixed, deep-seated trait"**

Dr. Carol Dwek

VUCA

VUCA

- Volatile
- Uncertain
- Complex
- Ambiguous



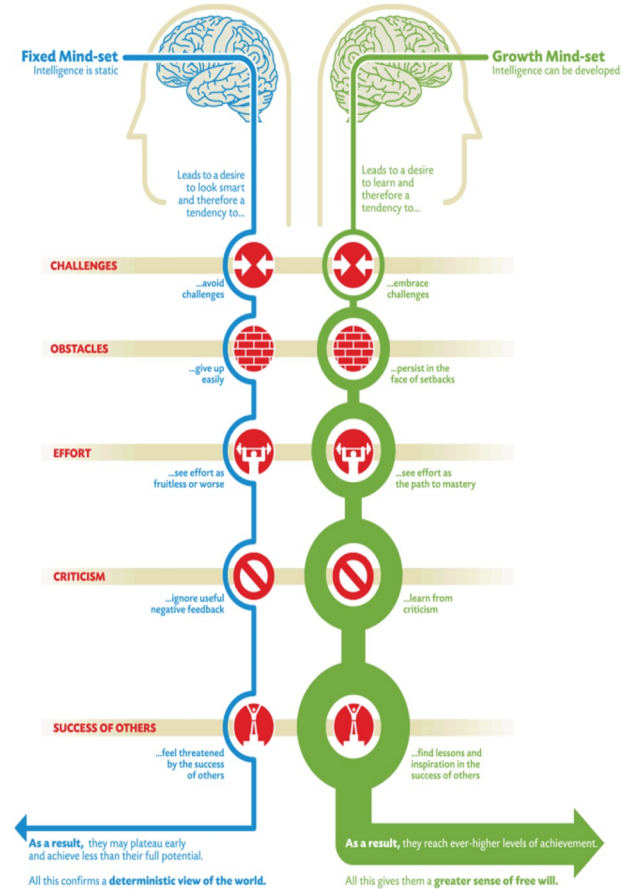
“What people believe
shapes what they achieve”

Dr. Carol Dwek

Fixed and growth mindsets and their implications

Fixed Mindset

Growth Mindset



UNDERSTANDING OUR OWN MINDSETS

AND

**rather
than**

OR



What triggers each
mindset in us?

Exercise time



Explore and name your fixed mindset thinking

- Think about when it shows up
- Talk about how it makes you feel, think, act
- Give it a name (if you want)

WHAT CAN YOU DO ABOUT IT?

What can you do about it?

Break it into small pieces and define some simple steps to start addressing it, every day.

Do it, even if the voice turns up.

Do a deal - hear it, acknowledge it (maybe it's trying to keep you safe), tell it you're going to try something different

Tell other people in your team/at home about it

Shock it - do something outrageously growth mindset

Bring some humor to it - circus music

Think about when you have solved it before

BREAK

DEVELOPING GROWTH MINDSET IN YOUR TEAMS

Self talk & Team talk



THINK, FEEL, ACT

**The words and imagery we use, changes the
way we feel, which drives action**

"We must learn to dance on
a shifting carpet, not feel
the rug as being pulled
from under our feet."

Jamil Qureshi
Sports Psychologist



**I'm stuck in
my house**

OR

**I'm safe in
my house**

I can't do this

I can't do this yet

That client is impossible

That client is going to take some time
and effort

I don't understand this

How can I understand this better?

Why is this happening to me?

What could this teach me?

This won't work?

What would need to happen for this
to work?

Exercise time



Mind Your Language.

Exploring self-talk

Select a current challenge + reflect on how you currently 'self-talk' about it
Explore how you could you change the language to make the challenge less fixed

- Keep it light
- Stay solution focused
- Reduce the effort
- Stay curious

7 mins solo working,
5 mins group share back

BREAK

Using your physiology to set your state

B.O.S.S.



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Building healthy habits

Exercise time





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Exercise: Build your own SHED

10 mins

Explorer Mindsets

Before the experiment

What's my intention?

What options do I have?

What do I choose?



“The performance isn’t
over until you’ve learnt
from it”

Keith Hatter

Before the experiment

After the experiment

What's my intention?

How useful was that?

What options do I have?

What was most useful?

What do I choose?

What can I learn from this?

Not:

Did it work?

But:

Is it taking me in
the direction?
What else
can I try?

- Explore

- Experiment

- Practice

- Refine

- Learn by succeeding (not failing)

There are only two things you can control

01. How you set your intention

02. Where you place your efforts

Exercise time



Applying today's learnings

Designing your own experiments

Before the experiment

What's my intention?

What options do I have?

What do I choose?

Designing your own experiments

Before the experiment

What's my intention?

To improve my sleep

What options do I have?

**Exercise, Do less working/drinking in the evenings
Look at my wind-down routine**

What do I choose?

Wind-down: replay, yoga, breathing

Designing your own experiments

Before the experiment

What's my intention?

How useful was that?

What options do I have?

What was most useful?

What do I choose?

What can I learn from this?