

Fostering A Growth Mindset

During Times Of Change And Uncertainty

Periods of change and uncertainty can naturally provoke stress and worry. However, adopting a growth mindset—an outlook that sees challenges as opportunities for learning and development—can significantly enhance your adaptability, reduce anxiety, and improve your ability to thrive during these times.

A growth mindset is the belief that abilities and intelligence can be developed through dedication, feedback, and resilience. It involves viewing obstacles as learning opportunities rather than setbacks, making it easier to embrace challenges, learn from mistakes, and continuously improve.

Benefits of a Growth Mindset During Change

- Reduced anxiety and negative thinking about future uncertainties
- Improved problem-solving and innovation
- Greater openness to seeking help and input from others
- Enhanced resilience when facing challenges and setbacks
- Increased motivation and engagement at work

Practical Strategies to Foster a Growth Mindset

- 1. Reframe your thinking:**
 - Replace limiting and negative self-talk ("I can't do this") with growth-oriented statements ("I'm still learning and will get better with practice").
 - Regularly remind yourself that abilities and understanding improve over time through effort and perseverance.
- 2. Seek and welcome challenges:**
 - Volunteer for tasks outside your comfort zone.
 - Treat new tasks and unfamiliar situations as valuable chances to gain new skills.
- 3. Actively seek feedback:** Request constructive feedback from peers and supervisors using specific, growth-oriented requests such as:
 - "Could you provide some insights into how I could approach this differently next time?"
 - "What areas do you think I've improved in, and where do you see room for further growth?"

4. **Engage in continuous learning:** Choose a relevant skill or knowledge area related to your current situation and schedule consistent time each week for learning through courses, reading, or professional discussions.
5. **Celebrate learning, not just outcomes:**
 - Identify and acknowledge the learnings gained through challenges, setbacks, and frustrations, not just tangible achievements.
 - Share these insights with colleagues to foster an environment of mutual growth and learning.

What a Growth Mindset Looks Like In Action

- Sharing knowledge openly
- Collaborating actively with others
- Innovating and experimenting with new ideas
- Seeking and incorporating feedback regularly
- Being comfortable admitting mistakes and learning from them

Ways Managers Can Encourage a Growth Mindset

Managers play a critical role in cultivating a growth mindset within teams by creating an environment where continuous learning and adaptability are celebrated and encouraged. Key strategies include:

- **Promoting Appropriate Risk-Taking:** Support team members who explore new ideas, knowing some initiatives might not meet their initial goals but still offer valuable learning.
- **Rewarding Learning and Growth:** Recognize and celebrate important lessons learned, even if outcomes fall short of original objectives.
- **Encouraging Cross-Functional Collaboration:** Support collaboration and knowledge sharing across teams, emphasizing mutual growth over internal competition.
- **Providing Development Opportunities:** Make professional growth accessible to all employees, ensuring opportunities for advancement and skill development are widely available.
- **Implementing Concrete Policies:** Continuously reinforce growth-mindset values through actionable policies, making stated company values real and attainable.

Reflection and Action

Consider these reflection questions:

- What specific challenges can I approach differently with a growth mindset?
- What valuable lessons have I learned recently, even if they came from difficulties?
- How can I better seek feedback to enhance my growth?