

A TOOLKIT FOR PROFESSIONALS

MINDFULNESS AT WORK

Embracing a Growth Mindset

A MINDFUL PRACTICE FOR CULTIVATING A GROWTH MINDSET

- Sit comfortably in a quiet place. Alternatively, you could practice this with a group of co-workers.
- Close your eyes and call to mind one thing you are able to do now that you weren't always able to do as skillfully. This does not need to be work related to have a positive impact on your workplace mindset.
- Example include: engaging in conflict in wiser ways, giving presentations more skillfully, raising your children with greater patience, communicating your needs with greater clarity, or learning how to use a new computer program.
- Once you have your own personal example in mind, steep in the awareness that this skill you now have has grown overtime - and it is capable of growing further still.
- Sit with this example of personal growth for a few minutes, then slowly repeat any of the following affirmations five times before coming back to the room.
I am always capable of growth. My potential is bigger than I can currently image. I am evolving day by day.
- If practicing in a group, share your experience of this practice everyone has opened their eyes.

FIXED MINDSET:

- ▶ Avoids challenges
- ▶ Gives up easily
- ▶ Avoids criticism
- ▶ Believes abilities are fixed
- ▶ Fears new tasks
- ▶ Believes failure proves lack of inherent ability

GROWTH MINDSET:

- ▶ Embracing challenges
- ▶ Persists despite failures
- ▶ Accepts criticism
- ▶ Believes abilities can grow
- ▶ Enjoys new tasks
- ▶ Believes failure is an opportunity for growth

BENEFITS OF A GROWTH MINDSET:

- Helps us integrate feedback
- Helps us understand we are capable of learning new things
- Increase our resilience to mistake and failures
- Increase our confidence
- Increase our sense of control over our successes

*The term 'growth mindset' was coined by Carol S. Dweck and popularized in her book **Mindset: The New Psychology of Success**. In contrast to a 'fixed mindset', a growth mindset allows that skills and intelligence can be improved with effort, dedication, and energy. In other words, our abilities are not fixed traits.*