



Affirming Others to Enable a Growth Mindset

To help others develop a growth mindset, focus on rewarding effort, not traits or abilities.

For example, if your follower delivers a stellar result on a project, a useful affirmation will sound like, “this is great work, you must have put a lot of effort into preparing.”

Start using the word "yet" more often.

Whenever you give constructive performance feedback, a useful affirmation will sound like, “You had a setback here, you are not where you need to be on this project YET. What have you learned, and how can you apply it going forward?”

 <p>Fixed Mindset I stick to what I know: either I am good at something or I am not</p>	 <p>Growth Mindset I want to learn new things and am eager to take risks</p>
<p>I avoid making mistakes and listening to constructive feedback</p>	<p>Is this really my best work? Constructive feedback can help me learn faster</p>
<p>It's easier to give up: this is not possible. We can't do the impossible</p>	<p>I'll use another strategy: my mistakes will help me learn I wonder how others did this? Let's try to figure it out</p>

NOTES:

- Where can you increase affirmation with yourself?
- Where can you increase affirmation to others who need it the most?
- Consider adding affirmation of others to your calendar.