INNOVATIS JOB AID



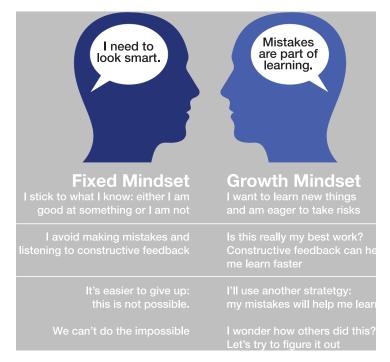
Help Others Build a Growth Mindset

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?"



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.

