

## 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?”

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

### 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.