

## 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?”

### **GROWTH MINDSET**



Analyze mistake  
Accept challenges  
Ability to learn new things  
Inspired by others success

### **FIXED MINDSET**



Unchangeable aptitude  
Avoid challenges  
Avoid failure  
Give up easily

### **Key Points:**

- 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.