

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.