

“Curious Conversations”

Collaborative learning for teams or groups



Growth Mindset

Exploring the concept and how to use it to learn
and handle challenges

Leader's Guide

Conversation Timeline

The following timings are a guide only. These conversations are designed to last approximately 1 hour and ideally will be used in conjunction with an Actionable Habit Builder. That ensures the conversation results in specific behaviour change, leading to a growth mindset habit.

Activity 1	Discuss pre-read	5-10 minutes
Activity 2	Look at current behaviour	15 minutes
Activity 3	Changing mindsets	20 minutes
Activity 4	Wrap Up & Action Steps	5-10 minutes

Growth Mindset – Leader’s Guide

Source: Carol Dweck



“Smart is something you become not something you are.”

–Carol Dweck

Activity One: discuss the big idea of the fixed and growth mindset pre-read (5-10 minutes)

1. Based on the pre-reading article you were sent, what did you think of the concept?
2. What tasks and activities where we would have a fixed mindset (leader can prompt them with examples of singing, playing sport, speaking a foreign language, doing puzzles like Sudoku, painting)?
3. If you were in Carol Dweck’s class at Stanford, who would you each choose to research to understand a hero’s journey to success?

You can allow up to 10 minutes for the answers and discussion.

Activity Two: Fixed or growth mindset at work and in our team – current state

- What situations does a fixed or growth mindset show up for you or the group in our work? (Leader can prompt here: with clients, with tasks we don’t like doing or feel we are not good at, our skills and abilities, working with certain people/other departments, when we are managing people, delegating work, coaching others)
- What are the consequences of that mindset for you or others?
- How are our mindsets propelling you or others forward or holding you/them back?

You can allow up to 15 minutes for the discussion. If you have enough people you can split them into smaller groups, each looking at the 3 questions and then bring them back to look at their different answers. If you do this make sure each subgroup gets a chance to share their answers first for at least 1 of the questions. Capture the thinking on a whiteboard or flip chart.

Activity Three: Fixed or growth mindset at work and in our team – future state

Now explain that having looked at current state, you want the group to think about how they could use the growth mindset concept to improve the way they operate in the future (individually and collectively). This will require ideas to be generated and therefore needs you to use some type of generation process. If you have a favourite process that you know and trust, use it. If not, here is a simple process that should do the trick.

- Go through the following 3 questions.
 1. What do we need to start doing more?
 2. What do we need to stop doing?
 3. What do we need to keep doing?
- If you have a small group everyone will generate ideas against each one. If you have a bigger group allocate 1 question to sub-groups and get them to generate ideas.
- Give people time to write ideas on post it notes. After a period of time thinking and generating ideas, people share their ideas by sticking their post-its on the wall or whiteboard.
- Then encourage others to build on them and add to the list.
- Once ideas are out you can look at the best ideas to action. A good way to do this is think about the ease with which an idea could be actioned and the impact it could have. Also indicate which are individual behaviours and which are a collective action.

Allow up to 25 minutes for this process and make sure you capture the ideas. It's a good idea for you to summarise the overall thinking and ideas and reflect on what you have heard.

Actions and Outcomes:

Leader: always make sure that you give time for the group to reflect on what they have learnt and to think about how they can use this concept in their life. Ideally you will be running this in conjunction with the Actionable Habit Builder process. Ask the group to think about:

- So, what are we each going to do differently?
- What could prevent us changing mindset?

Whether using the Actionable Habit Builder not, get everyone to lock in a commitment. E.g.

Option 1: When asked to do a task or activity that I don't know how to do it, instead of saying "no", I will view it as a learning opportunity and say "yes".

Option 2: When I am feeling challenged doing a task, I will think about the growth mindset concept

Option 3: When I am inclined to think that someone else is not able to do a task, I will think about the growth mindset concept and use the task to develop their capability

Leader: Thank everyone for coming and get some feedback on how it went and what could be improved. An immediate opportunity to demonstrate a growth mindset!