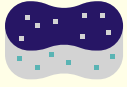


# Squiggly Careers PodSheet

## Growth Mindset in Action



### What is growth mindset?



Growth Mindset is like being a sponge. You absorb new knowledge, are open to feedback and adaptable.

“ Love challenges, be intrigued by mistakes, enjoy effort and keep on learning. ” Carol Dweck



Fixed mindset is like being a mountain. Everything feels set in stone. Your thinking is rigid and you resist change.

### When do you fall into fixed?

### The moments when mindset matters



#### Starting a new job

**Fixed:** 'I know it all' a need to prove your knowledge

**Growth:** 'I don't know that yet, could you please help?' Seeking feedback from a range of people.



#### When you're a manager

**Fixed:** Defensive about feedback, ego-driven

**Growth:** Asking for and acknowledging feedback. Putting the success of your team ahead of your own.



#### Having a difficult conversation

**Fixed:** Avoid the conversation, don't listen

**Growth:** Consider opinions. Seeking to understand not just to be understood.



#### When you're under pressure

**Fixed:** Blaming, making excuses

**Growth:** Asking for help. Collaborating. Learning from your mistakes. Taking accountability.

### Top tips

**Know your mindset triggers** to stay in growth mindset mode as much as possible.

**Build your curiosity capability.** Focus on the questions you ask as much as the answers you give.

**Find your growth mindset role models.** Observe how they learn, adapt and respond to challenge.

### Coach Yourself Questions

1

How can you help others adopt a growth mindset?

2

How could adopting a growth mindset help you achieve your goals?

### Recommended resources



#### Mindset: The new psychology of success

Carol Dweck



#### The power of believing you can improve

Carol Dweck's TED Talk



#### Why curiosity is a career superskill

Squiggly Careers podcast #26

Amazing if