

TRAINING TOOL “ MINDSET & VALUES



- **NAME OF THE TOOL**

How to Change Your Mindset?

- **DESCRIPTION OF THE TOOL**

The exercise is used in the second (out of four) part of the Mindset & Values training module.

The aim of the exercise is to develop a list (catalog) of tips that will be helpful in the transition from fixed mindset to growth mindset. These tips (guidance) take the form of a questionnaire reply.

Each participant individually completes a questionnaire with questions and tries to answer them very honestly. The questionnaire can be used during the training (it should take about 30-40 minutes to complete the questionnaire) or it can be ordered as a homework assignment between training sessions. Then the presentation of the results of individual work will take place on the next training day

The trainer who moderates the exercise asks each of the participants to present their answers to the questions in the sheet in the group forum. The next stage is the discussion of the results of all participants' own work by the trainer and an attempt to unify the mind map and draw general conclusions.

- **OBJECTIVES OF THE TOOL**

- gaining awareness of the importance of kind of mindset in growth through values (driving growth and development based on common values and authenticity)
- understanding differences between fixed mindset and growth mindset
- developing a list (catalog) of tips that will be helpful in the transition from fixed mindset to growth mindset.



- **CONNECTION THE TOOL WITH THE SKILL**

The essence of this leadership style is staying true to your values and leading others by remaining consistent and aligned around them. Even though the leader’s tactics or overall strategy may change, consistent values provide the fixed backbone of an organization for all employees to align themselves around.

Shirley, L., 2018, *How values-based leadership influenced our growth*, in: Exponea, <https://exponea.com/blog/how-value-based-leadership-influenced-our-growth/>

This is particularly important for fast-growing businesses where it’s incredibly important to stay both agile and high performing, even through times of heavy business transformation.

Shirley, L., 2018, *How values-based leadership influenced our growth*, in: Exponea, https://exponea.com/blog/how-value-based-leadership-influenced-our-growth

Your view of yourself can determine everything. If you believe that your qualities are unchangeable — the fixed mindset — you will want to prove yourself correct over and over rather than learning from your mistakes. Changing our beliefs can have a powerful impact. The growth mindset creates a powerful passion for learning. “Why waste time proving over and over how great you are”, “when you could be getting better?”

The exercise is based on the assumptions and results of the research described in the book Dweck, C., S., 2007, *Mindset: The New Psychology of Success*, Ballantine Books.

By carrying out the exercise, participants will acquire knowledge (and self-awareness) and skills about how to transit from fixed mindset to growth mindset.

TRAINING TOOL

“ MINDSET & VALUES



- **RESOURCES AND MATERIALS**

- individual worksheets with questions about how to transit from fixed mindset to growth mindset,
- presentation, for example in the form of PowerPoint, showing what are the differences between fixed mindset to growth mindset.

TWO MINDSETS	
FIXED MINDSET (intelligence is static)	GROWTH MINDSET (intelligence can be developed)
Leads to a desire to look smart and therefore a tendency to...	Leads to a desire to learn and therefore a tendency to...
CHALLENGES	
...avoid challenges	...embrace challenges
OBSTACLES	
...give up easily	...persist in the face of setbacks
EFFORT	
...see effort as fruitless or worse	...see effort as a path to mastery
CRITICISM	
...ignore useful negative feedback	...learn from criticism
SUCCESS OF OTHERS	
...feel threatened by the success of others	...find lessons and inspiration in the success of others
As a result, they may plateau early and achieve less than their full potential	As a result, they reach ever – higher levels of achievement



All these confirms a deterministic view of the world

All this gives them a greater sense of free will

Source: Dweck, C., S., 2007, Mindset: The New Psychology of Success, Ballantine Books

hexagonal
leader

• IMPLEMENTATION OF THE TOOL

The exercise is based on the individual work of the training participants. In the first step trainer explains what are the differences between fixed and growth mindset. The trainer can use the presentation prepared as part of this project, relating to the second part of the Mindset & Values thematic module. The trainer then asks the trainees if they understood these differences and if they have any questions. The trainer answers the participants' questions and dispels their doubts. Explanation how to change your mindset toward growth mindset is in the content of the PowerPoint presentation relating to growth through values (Mindset & Values module).

In the exercise, each participant answers a few questions:

The list of questions that help you adopt an orientation toward growth:

- What can I learn from this?
- What steps can I take to help me succeed?
- Do I know the outcome or goal I'm after?
- What information can I gather? And from where?
- Where can I get constructive feedback?
- If I had a plan to be successful at [blank], what might it look like?
- When will I follow through on my plan?
- Where will I follow through on my plan?
- How will I follow through on my plan?
- What did I learn today?

TRAINING TOOL

“ MINDSET & VALUES



- What mistake did I make that taught me something?
- Is my current learning strategy working? If not, how can I change it?
- What did I try hard at today?
- What habits must I develop to continue the gains I've achieved?



Source: Scott, J., A Complete Guide to Changing Your Fixed Mindset into a Growth Mindset,
https://scottjeffrey.com/change-your-fixed-mindset/#How_to_Change_Your_Mindset

Then the trainer who moderates the exercise asks each of the participants to present their answers to the questions in the sheet in the group forum. The next stage is the discussion of the results of all participants' own work.

• **WHAT YOU LEARN**

By using the exercise in training, participants will:

- gain self-awareness of the importance of kind of mindset in growth through values (driving growth and development based on common values and authenticity),
- understand differences between fixed mindset and growth mindset,
- develop a list (catalog) of tips that will be helpful in the transition from fixed mindset to growth mindset.