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OUR PERSPECTIVE ON:

Growth Mindset

Its about Attitude

Growth Attitude means related, but different things to each of us.

Based on our experience and conversations with our colleagues, the definition of Growth Mindset varies by team and organization. Accordingly, for the purpose of clarity, many organizations create a context-specific definition that includes a list of skills that represent their version of a growth mindset.

To us, the foundation of growth rests on the belief that people can and do change. We reframe the idea of Growth Mindset as Growth Attitude, because as human beings we do not experience a mindset but rather experience an attitude towards ourselves and with one another.

What is clear is that having an attitude of adaptability, showcasing innovative thinking and being welcome to reskilling and changing overtime is a start, **but organizationally, a business community need a system of support** in order to realize this. Fixed and growth mindset is well researched recently by Carol Dweck and underscores the importance of self-image, how we think of ourselves and its relationship to success.

We also see the relationship of systems coaching whereby the context is shaped to support this goal to unlock the full potential of its members. **If an organization values being forward-thinking, learning from mistakes and believing that we can grow and change, then they want, and need, to establish systems that enable, and guide their leaders and members on how to achieve this.**

Sustainability | Innovation | Growth

Coaching Systems

A systemic approach that assumes all parts of the organization contributes to an individual's success

Fixed Mindset

Intelligence and knowledge seen as fixed traits. Rather than developing their abilities, people focus on documenting them. This enables the idea for us to think talent itself creates success rather than effort.



Growth Mindset

People believe that they can develop their abilities through working hard to learn and improve-having knowledge is a starting point.

In most cases, we can have both a fixed and growth mindset depending on circumstances, environments etc., thus is it important to recognize this and understand what brings about a fixed mindset, a growth mindset pending the outcome you are looking for.

Six Experience-Shaping Design Considerations

1

It is impossible to control the what, focus on the how

‘Life is uncertain.’ Individuals inclined towards growth adopt a resilient attitude, understanding that the only thing they can ever truly control is how they respond to life’s twists and turns.

4

Acknowledge emotion, but don’t make decisions solely based on it

Those on a personal and professional growth trajectory allow their whole selves to influence their decision-making, not simply their emotions. They make decisions grounded in a deeper, wider understanding that encompasses emotion, logic, context, and knowledge.

2

Less interest in ‘who is to blame’ and more in ‘how do we move forward’

Those that are focused on growth have the ability to quickly transition to forward-moving actions. Growth-oriented individuals tend to be highly effective, particularly in crises. They focus on understanding “what went wrong” instead of “who did it.”

5

There is no end to growth

Unlike professional or personal goals, growth cannot be ‘achieved.’ Individuals oriented towards growth understand their own evolution as continuous, grounded in the ongoing learning process that will span their entire lives.

3

Comfort with discomfort

Not having the answer, moving to a place far outside the realm of the known, or undertaking major personal and professional changes can lead to destabilization, discomfort, and anxiety. Individuals cultivating a growth mindset understand that anxiety is a part of the journey. Growth encompasses many aspects, but one thing it’s not: comfortable.

6

Learn and apply learnings

Individuals with a growth mindset allow self-learnings to permeate their deeper being and effect real, lasting change. Over time, as they become more comfortable with change, growth oriented people will adapt, transform, and sometimes make an apparent about-face in their lives, based on what they learn

Scale. Grow. Learn.

