



Nurturing a Growth Mindset

PROGRAM OUTLINE



Growth Mindset

Never ever before, has the concept of “Growth Mindset” been more relevant to the corporate world than during COVID economy. The one factor that determined the fate of a lot of companies is their adaptability during the tough conditions and panic-stricken workforce. We have already witnessed the long-term future changing effects of a growth mindset when in 2014, Satya Nadella took over as the CEO at Microsoft. He embraced a “learn-it-all” attitude instead of the prevailing “know it all” which had led to the culture of internal disharmony and inertia in the company. By focusing on growth mindset coaching for the managers and encouraging them to live by example for the employees he ensured their accountability and commitment. Nadella implemented a culture of growth and empathy along with individual empowerment inspired by the Stanford professor Carol Dweck’s research on growth mindset.

So, what is a Growth Mindset?

Carol Dweck, the scholar and author who came up with the concept, defines people with Growth Mindset as: “Individuals who believe their talents can be developed (through hard work, good strategies, and input from others) as compared to those who believe their talents are innate gifts (they are people with a more fixed mindset)”.

Objectives

The program is designed to help learners:

- Distinguish between Growth Mindset and Fixed Mindset
- Identify how success and growth mindset are related
- Conclude which mindset allows enhanced personal growth
- Recognize how higher motivation leads to greater success
- Apply learned techniques to practice Growth Mindset in real life

Course Modules

- Introduction
- Module 1: Why people do what they do?
- Module 2: Growth Mindset for Excellence
- Module 3: Practicing Growth Mindset
- Summary



Program Flow

The following agenda can be used to run the workshop in 90-120 minutes. The duration for each section is only an estimate and can be adjusted based on your requirement.

Topic	Approx. Time	Training Aids
Introduction (slide 1 – 7) <ul style="list-style-type: none"> Ice Breaker State program outline/objectives Case studies Mapping participant Expectation 	10 Minutes	Presentation/Introduction /Ice Breaker/ Poll
Module 1: Why people do what they do? (slide 8 – 15) <ul style="list-style-type: none"> Introducing Growth Mindset Neuroplasticity Reprogramming your mind Fixed Mindset Triggers Identify your Mindset 	30 Minutes	Presentation/ Quiz/ Interactive PDFs / Video Clip References
Breakout Activity- Manage the change (Slide 16 – 18)	30 Minutes	
Module 2: Growth mindset for excellence (Slide 19 – 24) <ul style="list-style-type: none"> The Growth Mindset Continuum Learning to be optimistic Acknowledge your Fixed Mindset Persona 	20 Minutes	Case Study, Presentation, Training Aids References
Module 3: How to practice Growth Mindset (Slide 25 – 29) <ul style="list-style-type: none"> Your Journey to the Growth Mindset 3 Rs to practice Growth Mindset How can you program yourself 	25 Minutes	Presentation/ Workbook/Interactive PDFs/Quiz/Training Aids References
Wrap up and close (Slide 30 – 32) <ul style="list-style-type: none"> Summary of the Program Participant Reflection Q&A to reinforce the learning of the program and to guide on the application of the same. 	05 Minutes	Q&A/ Assessment/Feedback based on training



FAQs

- **Why is 'growth mindset' a skill to be learned?**

Growth Mindset is important because individuals with growth mindset are able to look beyond their current personal and career status and have the power to change it. With the changing times and challenges, growth mindset is the only differentiating skill which will help people sustain and grow.

- **How this course is different from all other courses on Growth Mindset?**

In this workshop, you will explore what kind of a mindset you have and how it is impacting your life at a personal as well as professional level. You will learn simple techniques to untap the potential of a Growth Mindset when applied to different aspects of your life. The difference lies in the fun and interactive ways/references to familiarize the concepts as well as the quick tips and references you can relate to in real life.

- **What are the pre-requisites for this program?**

For Facilitator's: Familiarity with Microsoft PowerPoint, Mentimeter (or any vILT real time presentation software), online training apps/software.

For Participant's: Familiarity with using phone/laptop. Previous experience working for an organization and in a team is a plus.

- **What are the materials required for this program?**

The workshop is packaged as a toolkit with all the materials - Presentation, Facilitator's Guide, Activities Guide /Training Aids etc. You can download it on your device and use it directly for your training purposes. You can also edit parts of it as per your Individual requirements.

- **Who can do this program?**

This Growth Mindset workshop is created for individuals and organizations to assess the current mindset prevailing and impart skills and practices to prepare them for future growth and success. The program can be done by Individuals as well as employees of an organization at all levels. This is a behavioral skills training which gives a competitive advantage to people aspiring to deal with personal and professional challenges and reach new heights.



FAQs

- Is it too complicated for junior employees??

This program is designed with simplicity and easy to practice activities to help people from different background to understand and apply the learning in real life. Junior employees will not only learn a critical life and professional skill but will also enjoy doing so.

- Is there an opportunity to practice 'growth mindset'?

The workshop is full of interactive activities and real-life references which will encourage the participants to apply the key points and practice it in their personal and professional life. Their learning will be supplemented by various learning aids which will help them develop the skills and then make it a part of their daily life.