MERCYHEALTH

GROW. PERFORM. SUCCEED.

GROWTH MINDSET

A belief that we can grow and change

When debating nature vs. nurture, do you believe who we become is predetermined by genetic DNA (nature) or is shaped by our upbringing (nurture)? Are leaders born or made?

Research indicates that an employee's belief in whether IQ and ability come naturally or can be developed over time, significantly impacts their job performance. In psychology, these beliefs are classified as two different mindsets:

Fixed Mindset

"I believe that my intelligence, personality, and character is inherent and static, locked down, or fixed. My potential is determined at birth; it does not change."

- Avoids failure
- Wants to look smart
- Avoids challenges
- Sticks to what they know
- Views feedback and criticism as personal
- Does not change or improve

Growth Mindset

"I believe that my intelligence, personality, and character can be continuously developed. My true potential is unknown and unknowable."

- Doesn't fear failure; learns from it
- Wants to get better
- Seeks and embraces challenges
- Desires continuous learning
- Views feedback as opportunity to improve
- Continually tries to improve

The mindset we adopt impacts the way our brains process key elements of learning, development, and performance excellence:

By embracing a growth mindset and believing we can improve, we put forth more effort, we are more receptive to feedback, we set meaningful goals, and we learn more from coworkers.

Minor changes in how we interact with our employees and coworkers will help foster a growth mindset in our organization. To create a growth mindset, try these ideas:

Stop Doing This	Start Doing This
v Praising ability	^ Praising growth and effort
v Focusing only on outcomes	^ Focusing on outcomes, progress, and learning
v Highlighting talents	^ Highlighting development
v Expecting status quo	^ Expecting improvement and innovation
v Setting easy goals	^ Setting stretch goals
v Inquiring what's been done	^ Inquiring what's been learned
v Rating performance	^ Commenting on growth and learning