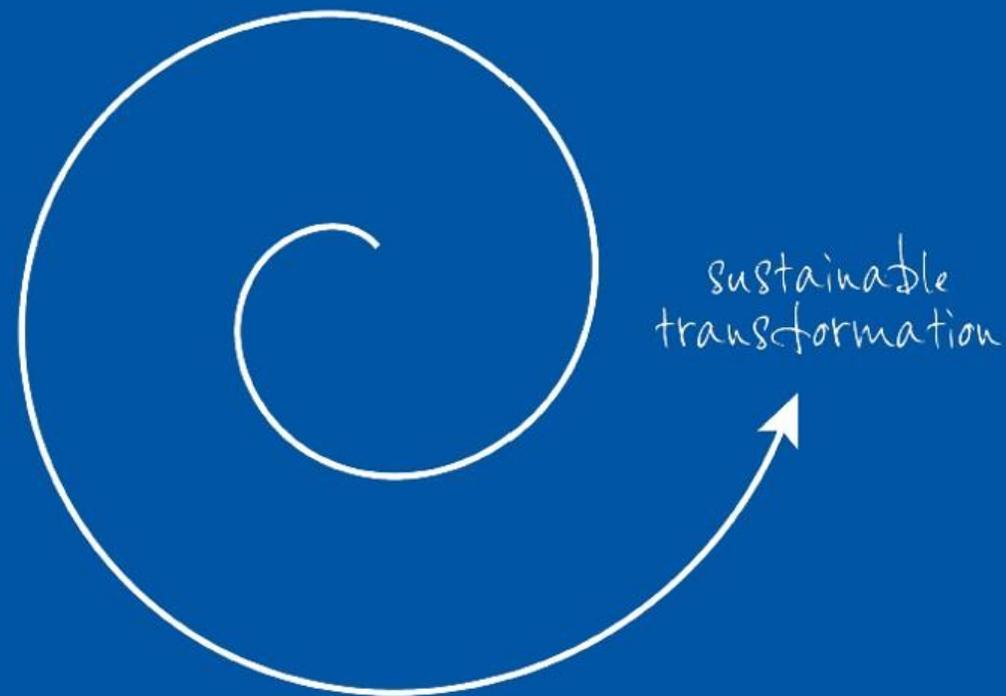


THINK
BELIEVE
ACT

BUILDING A GROWTH MINDSET

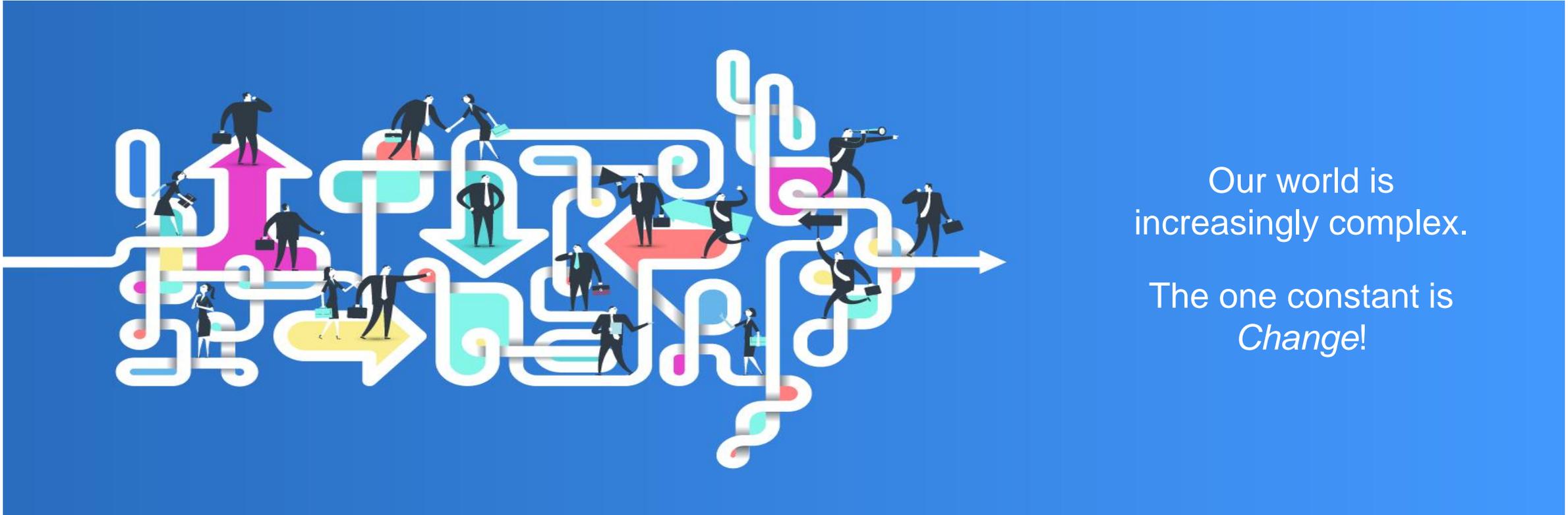


sustainable
transformation

29 April 2021

TELOS
PARTNERS

Why are we doing this?



A growth mindset can help us adapt and deal with continuously changing situations and better manage ourselves and others

**Mindset
Advantage***

ACCREDITED PARTNER

Objectives for today

1

Explore and understand what a 'growth mindset' is

2

Connect and reflect together on a 'fixed' vs 'growth' mindset

3

Consider how to strengthen our growth mindset

What is a growth mindset?

“

A growth mindset is the belief that an individual can grow and develop through dedication, hard work and purposeful practice – not just relying on given talent.

”

(Matthew Syed, 2015)

Which mindset do you have?

Consider the two lists of statements below. Select those that reflect how you think/act.

List 1:

1. You shy away from challenging or new situations as you are worried you might not be successful straight away.
2. Your experience to date means you are more likely to have the answers than newer people.
3. You believe ability is something you are born with.
4. You think it is important to identify who is to blame for an undesired outcome.
5. You are proud of your strengths and play to them.
6. You are defensive when faced with criticism/feedback.
7. You prefer approaches that are tried and tested.
8. You are not comfortable taking calculated risks.

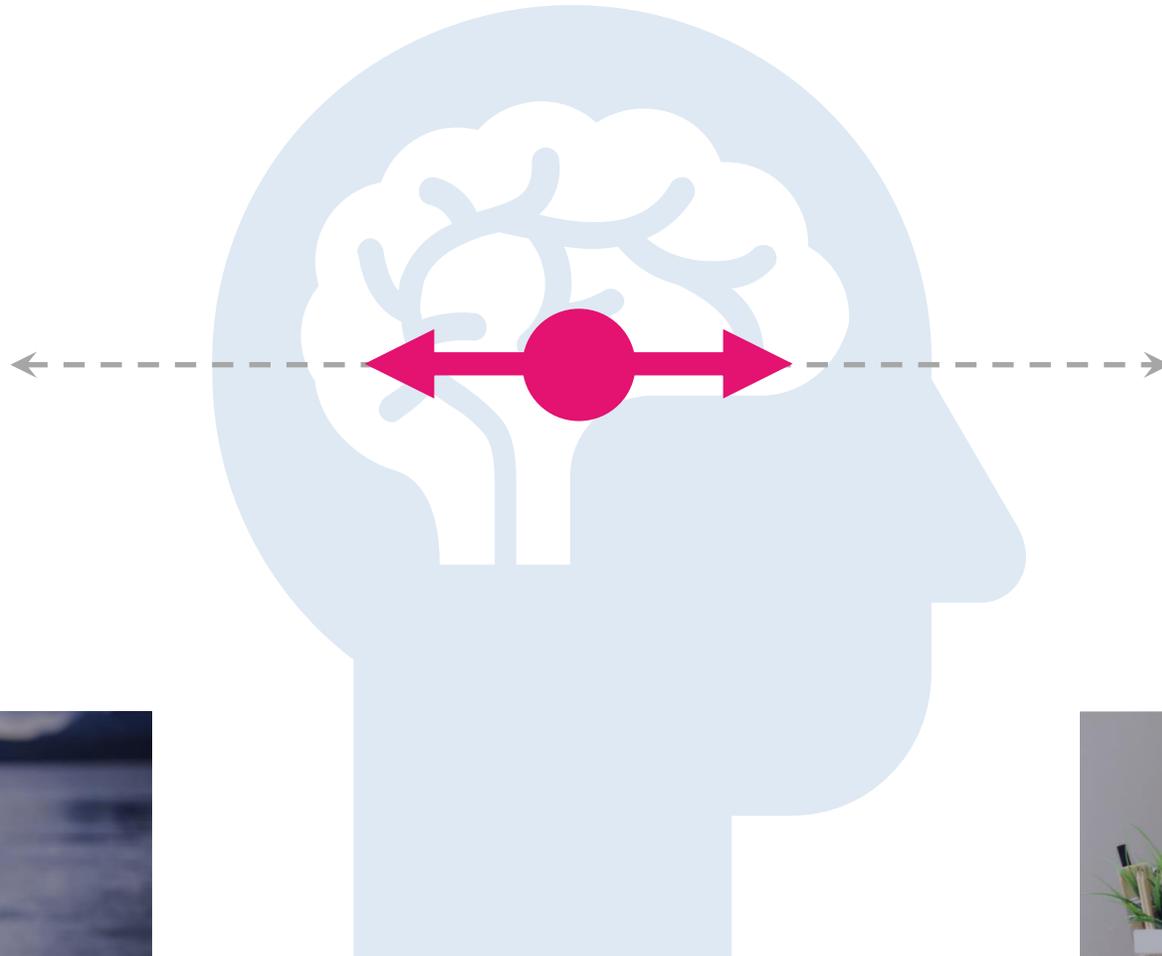
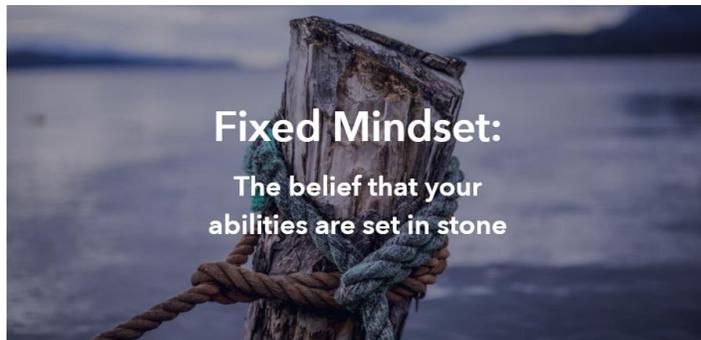
List 2:

1. People can improve significantly and achieve high performance with practice.
2. Practice is more important than natural talent.
3. You are able to bounce back from a setback, seeing failure as an opportunity to learn.
4. You like to be challenged and are willing to step out of your comfort zone.
5. You are comfortable making a decision on your own.
6. You praise effort rather than skill.
7. You see the benefits of collaboration and sharing information.
8. You think accountability is important, rather than blame.

Fixed vs. Growth Mindset



Fixed



Growth



How a growth mindset benefits companies

Employees in a “growth mindset” company are...



47%

Likelier to say that their colleagues are **trustworthy**



34%

Likelier to feel a strong sense of **ownership** and **commitment** to the company



65%

Likelier to say that the company **supports risk taking**



49%

Likelier to say that the company **fosters innovation**

Case study: Microsoft



Microsoft

“ Be a “learn-it-all”. You will always do better than the “know-it-all” even if they start with much more innate capability.
- Satya Nadella, CEO Microsoft ”



Thank you

We will send some tips to strengthen your Growth Mindset, the slides from today's session and a case study on the impact of Growth Mindset in organisations.

If you have any questions, comments or would benefit from a 1:1 conversation on how to strengthen yours and your company's Growth Mindset...

Please contact us

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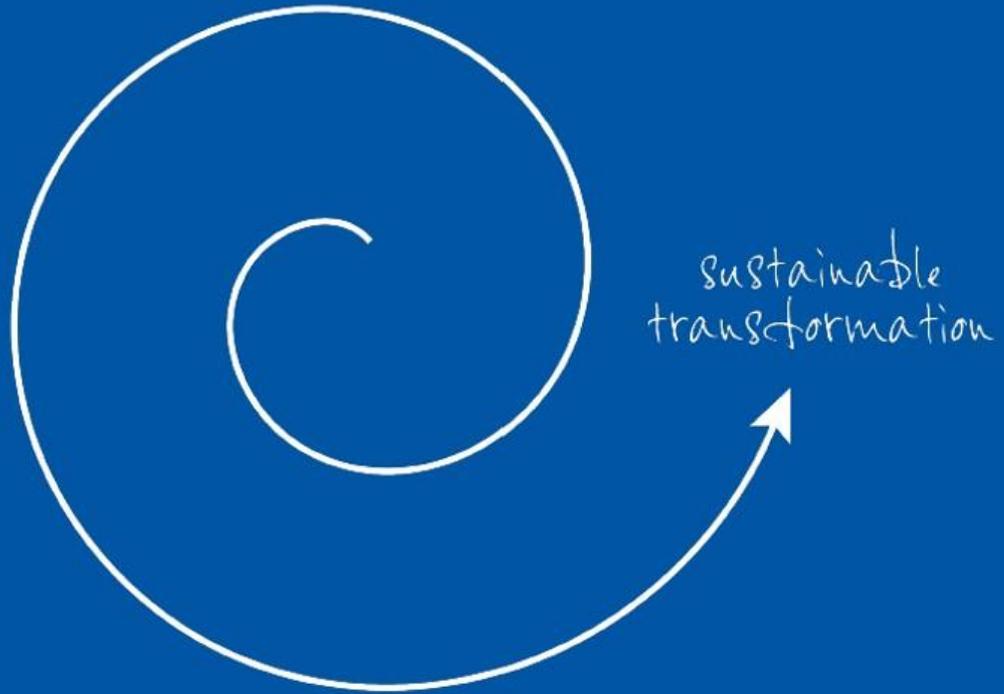
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THANK YOU

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