

A photograph of two women in a professional setting. The woman in the foreground is a young woman with short blonde hair, wearing a dark blue sweater over a white collared shirt, smiling and looking towards the right. The woman in the background is a Black woman with her hair styled in a bun, wearing a grey turtleneck, also smiling. The background wall is white and covered with several framed photographs. The year '2023' is printed in a pinkish-red font in the upper right corner of the image.

2023

# Cultivating a Growth Mindset in the Workplace

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# What Is a Growth Mindset?

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2023

In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point. This view creates a love of learning and a resilience that is essential for great accomplishment.” *(Dweck, 2015)*

# Growth Mindset vs. Fixed Mindset

## Growth Mindset

- ❖ Believe that intelligence and talents can be improved through effort and learning.
- ❖ Views intelligence and talent as qualities that can be developed over time.
- ❖ Recognizes that setbacks are a necessary part of the learning process and allows people to 'bounce back' by increasing motivational effort.

<https://www.mindsethealth.com/matter/growth-vs-fixed-mindset>

## Fixed Mindset

- ❖ Believe attributes, such as talent and intelligence, are fixed.
- ❖ Usually avoids challenges in life, gives up easily, and becomes intimidated or threatened by the success of other people.
- ❖ Can lead to negative thinking.

# The Benefits of Having a Growth Mindset

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- A growth mindset can help you become more resilient in the face of setbacks.
- A growth mindset can help you become more adaptable.
- A growth mindset can help you cultivate a positive attitude.

**“Unless you’re willing to  
have a go, fail miserably,  
and have another go,  
success won’t happen.”  
– *Phillip Adams***

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# Growth Mindset Resources at MCO



## Case Reviews

Leaning into the opportunity to seek wise counsel concerning challenging scenarios or questions



## RAE Notes

Practicing your knowledge of NICC with the purpose of increasing overall confidence and competence



## Guide Meetings

Showing up vulnerable and transparent in an intimate setting to discuss growth edges



## Squad Supervision

Being brave and vulnerable to show work and receive feedback for growth



## Internal Trainings/ Didactics

Tapping into resources that enhance personal development, discussion, reflection, and growth



## Client Feedback

Embracing a platform that allows for constructive feedback on how growth can continue

A photograph of a woman with dark, curly hair and glasses, smiling and looking to the right. She is wearing a dark top. The background is a blurred office environment with a window and some papers on a wall. The year '2023' is written in a pink font in the upper right corner of the image.

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**“The greatest mistake you can make in life is to be continually fearing you will make a mistake.”**  
— Elbert Hubbard