

The Science of Leveraging a Growth Mindset

Dr. Heidi Grant

+ Science of Leadership Expert



Dr. Heidi Grant is a social psychologist with expertise in the science of leadership. Named often by *Thinkers50* as one of most influential global management thinkers, Dr. Grant is a contributor to various publications including the *Harvard Business Review*, *Fast Company*, and *Wall Street Journal* among several others and has also appeared on CBS This Morning. She is the author of many best-selling books including her most recent release, *Reinforcements: How to Get People to Help You*.

Social Psychologist, speaker, and author Dr. Heidi Grant helps leaders synchronize their minds around the science of leadership. Successful leaders do things and are motivated differently than others. Dr. Grant coaches leaders to take on a growth mindset to maximize their leadership and accomplish more than they could imagine.

Know Your Mindset

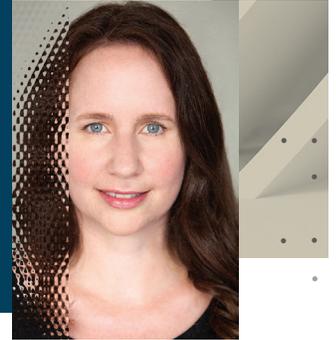
Dr. Grant describes two leadership mindsets. A *fixed* mindset is about proving talent or capability to a set standard. This drives comparison and increases a leader's vulnerability to setbacks. In contrast, a *growth* mindset is about improving your ability over time. A growth mindset is not about being but becoming. Take some time to personally reflect on whether you have a fixed or growth mindset right now? Why might you hold that mindset?

List below some everyday examples of how this mindset has played out in your leadership.

If you are with a team, take some time to share what insights you may have uncovered about your mindset.

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Change Your Mindset

Notice, then shift. The first step to change or maximize your mindset from *fixed* to *growth* is to notice your mindset. Dr. Grant describes how feelings of performance anxiety are associated with a fixed mindset. What leadership or personal challenge is causing you anxiety?

In addition to anxiety, Dr. Grant also associates self-limiting talk with a fixed mindset. Describe a time you have felt a sense of 'I can't do this' or 'I don't like doing this'?

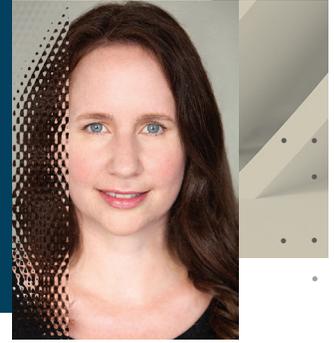
Once you notice your *fixed* mindset, consider what you could say to yourself to shift to *growth*. The two suggestions offered:

1. "I'm not good at this...yet."
2. "It's not about being good, it's about getting better."

What phrase, either the suggestions mentioned or something new, will you choose to speak to yourself, the next time you notice you are in a fixed mindset? Make a written note of your words below.

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Growth Mindset Priming. Dr. Grant describes the importance of the words you choose and speak when it comes to your performance. Words like *become*, *progress*, *grow*, *improve*, all support a growth mindset. What are three to five areas or qualities you'd like to see be increasingly true in your life this year. (ex: decision making, candor, casting vision, healthy, encouragement, etc.) Start each phrase with a word that supports a growth mindset like those mentioned above.

1.

2.

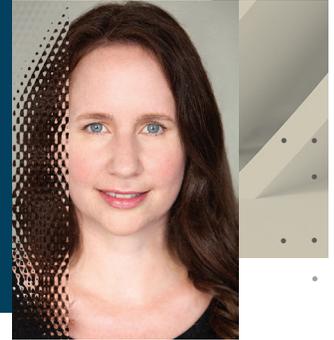
3.

4.

5.

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Focus on Progress. The final step to change your mindset is not thinking about a fixed point in time but framed through the 'Rule of 3'. The Rule of 3 notices where you were, where you are now, and where you long to be. Select one leadership quality from your list in the previous question. Apply the Rule of 3 to it. (See the example below then draft your own.)

Leadership Quality: Growing in Communication.

Where I started: Reserved and nervous communicator.

Where I am now: Prepared and practiced communicator.

Where I long to be: Compelling and connected communicator.

Leadership Quality:

Where I started:

Where I am now:

Where I long to be:

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Encourage Your Growth Mindset

Dr. Grant challenges leaders to both own and share their mistakes to reinforce a growth mindset. As a team, take some time to share with each other one mistake that you have made and learned from.

Act

What is one action you can put into place today to move toward a growth mindset?