

# experiment one \

## Share the Growth Mindset with Your Team

**GOAL**

Create an environment where people come to work everyday to *improve* themselves, not prove themselves

The research is clear...those with a growth mindset step up to challenges more quickly, are more open to change, and more resilient when faced with obstacles.

At one of your next staff meetings, share the growth mindset with your team. Below is a step-by-step approach you can use or adapt.

1

### OPEN with a Question

*“How many of you have heard of the growth mindset?”*

Explain that it’s a concept that has become popular through the research of Carol Dweck, at Stanford. We now see it being taught in schools and Fortune 500 companies (e.g., Microsoft) because of its power to help others reach their full potential.

2

### Share the definition:

A *growth mindset* is the belief that qualities can change and that we can develop our intelligence and abilities.

Explain that we’re all a mixture. There are situations where we have fixed tendencies, and others where we have more of a growth mindset.

Explain that this research is grounded in neuroscience and show the Rat/London cab driver video.

3

Share a personal example of where or when you’ve had a **FIXED** mindset, and one where you’ve had a **GROWTH** mindset.

Explain how you plan to use more of the growth mindset in your leadership and interactions at Viasat.

4

Leave them with the Infographic as a summary & let them know you will be sending them a link to a Ted Talk called The Power of Belief.

