

Changing mind-set tool.

First of all, ask yourself how growth-oriented your own mind-set is. (Remember - mind-sets are more of a tendency than something that is the same in all circumstances.) Then think about the characteristics you need in your business, bearing in mind that your particular company may reward a fixed mind-set. If you're aiming to adopt a growth mind-set, Carol Dweck's research has shown you can change through the language you use and actions you take:

- + Praise effort and good learning strategy, not accomplishment.
- + Coach on tactics, not just results.
- + Encourage experimentation.
- + Think of set-backs as learning opportunities – and treat them as such.
- + Run post-project reviews and focus on learning.