



# FEED THE FUTURE

The U.S. Government's Global Hunger & Food Security Initiative

## Leading For Results



## Compelling A Growth Mindset To Manage & Thrive In Change

Policy LINK strengthens the leadership capacity of public, private, and civil society actors— and fosters collective action among them to transform policy system.



**USAID**  
FROM THE AMERICAN PEOPLE



*Welcome*

*Selamat Datang*

*Bienvenidos*

*Soo Dhawaw*

*Bienvenue*

*Haere Mai*

*Bula Vinaka*

*Malo e Leilei*

*E Komo Mai*

*Witajie*

*Maligayang Pagdating*

*Yokoso*

*Willkommen*

*Karibu*

*Chao Mung*

*Vitejte*

*Huan Ying*

*Shalom*

*Croeso*

*Welkom*

*Benvenuto*



# We're happy to see you!

Using your chat box, please type your response to the following question:

- What is one thing you hope to learn from today's session?

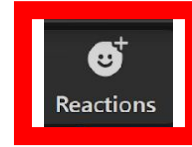


# How to Raise Your Hand

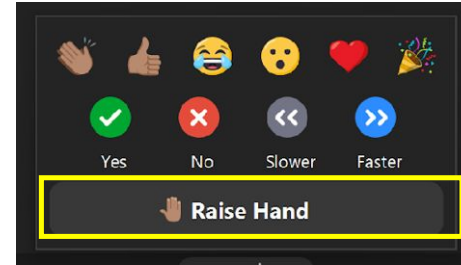
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## TRY IT YOURSELF!

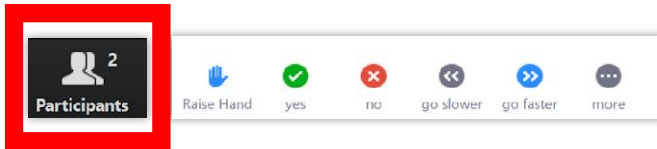
1. Click on the **Reactions tab** to enable the reactions.



2. You will see the functions for **raising your hand, stating yes/no, etc.**



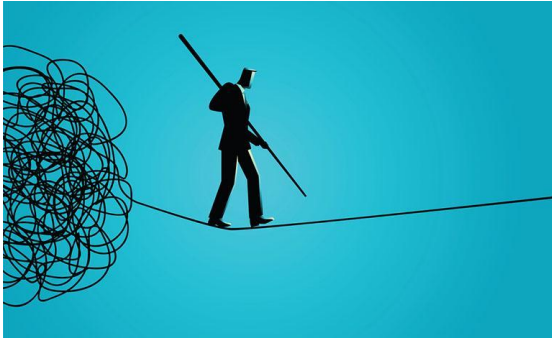
3. Reactions will only stay active for **10 seconds** and they will disappear.



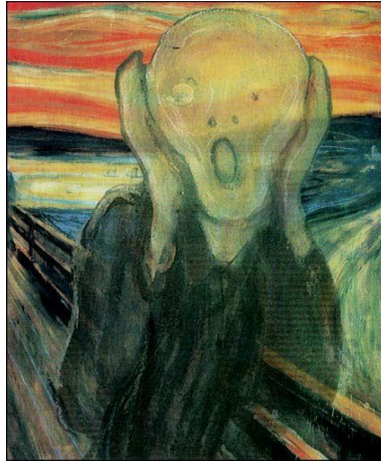
If you have an **older version of Zoom**, the functions will be at the bottom of the Participants panel.



2



1



3

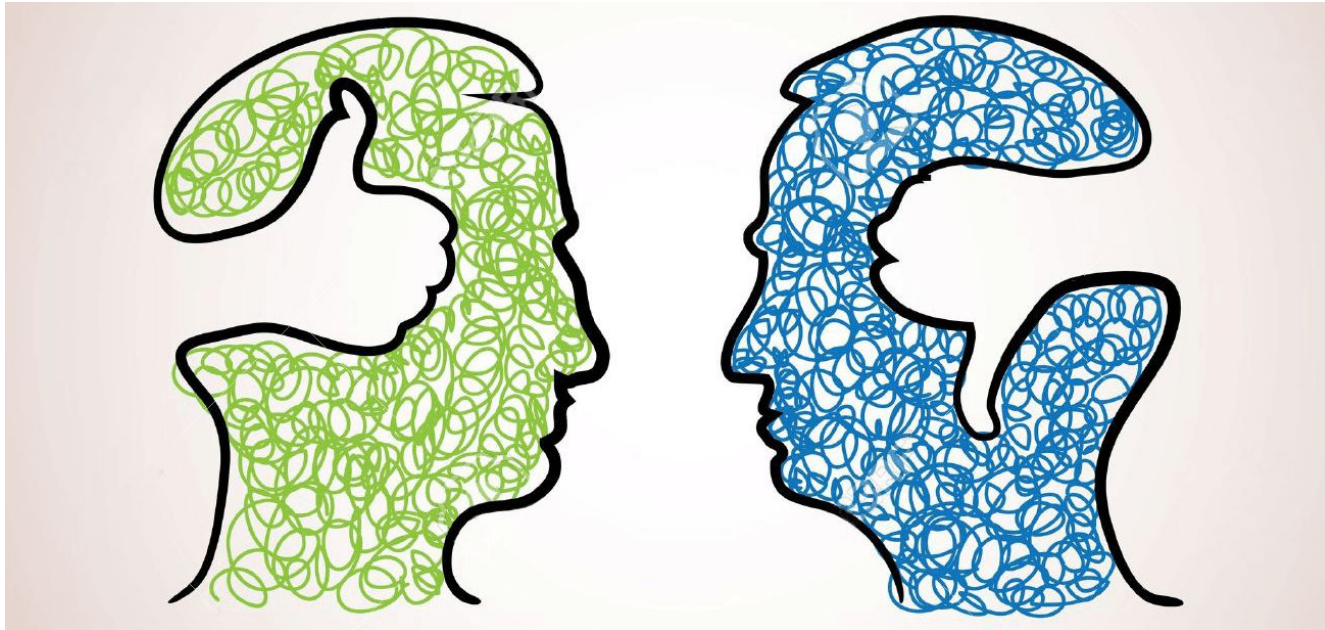


4

Which image best represents how you feel you are leading, either personally or professionally?

What are you noticing about you and your colleagues' responses?

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# MINDSET

Dr. Carol  
Dweck

UPDATED EDITION

CAROL S. DWECK, Ph.D.

# mindset

THE NEW PSYCHOLOGY OF SUCCESS

HOW WE CAN

LEARN TO FULFILL

OUR POTENTIAL

2  
MILLION  
COPIES  
IN PRINT

- \*parenting
- \*business
- \*school
- \*relationships

“Through clever research studies and engaging writing, Dweck illuminates how our beliefs about our capabilities exert tremendous influence on how we learn and which paths we take in life.”

—BILL GATES, *GatesNotes*

"Failure is an opportunity to grow"

## GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things"

"Failure is the limit of my abilities"

## FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like to be challenged"

"I can either do it, or I can't"

"My potential is predetermined"

"When I'm frustrated, I give up"

"Feedback and criticism are personal"

"I stick to what I know"

# TWO KINDS OF MINDSETS



# Characteristics of Fixed vs. Growth Mindsets

## FIXED MINDSET

*Skills and abilities are born and finite*

*You can't learn or grow*



## GROWTH MINDSET

*Skills can be built and abilities developed*

*You can learn and grow throughout your life*



BELIEFS

# Characteristics of Fixed vs. Growth Mindsets

## FIXED MINDSET

*Performance,  
outcomes and  
results*

*Don't look bad!*



## GROWTH MINDSET

*Process of learning  
and growing*

*Improving is enough!*



FOCUS

Our **beliefs** and our **focus**  
have **TREMENDOUS**  
**impact** on our ability to  
**learn**, to **grow**, to **adapt**  
and to **lead** productively...

*or not.*



# Key Ingredients to Growth and Development



**EFFORT**



**MISTAKES**



**CHALLENGES**



**FEEDBACK**

# Fixed Mindset



**EFFORT**

*Effort is something you expend when you're not good enough*



**MISTAKES**

*Mistakes are a metric of failure...deep discouragement*

*Back down and avoid challenging situations... it's a threat*



**CHALLENGES**

*Take feedback personally... discount and get defensive*



**FEEDBACK**

# Growth Mindset



**EFFORT**

*Effort is a critical part of the learning process*



**MISTAKES**

*Mistakes are a learning opportunity*

*Embrace challenges ...work through & learn from them*



**CHALLENGES**

*Welcome feedback as a chance to learn & develop...put feedback into action*



**FEEDBACK**

**So, what does this mean  
for you?**









FIXED

If you were  
going to guess  
about your  
predominant  
mindset...



GROWTH

MINDSETS

# The Mindset Continuum



Fixed  
Mindset



Growth  
Mindset

**Referencing your Inventory  
results...**

**60 – 45 points  
Strong Growth Mindset**

**44 – 34 points  
Growth Mindset with  
some Fixed Ideas**

**33 – 21 points  
Fixed Mindset with some  
Growth Ideas**

**20 – 0 points  
Strong Fixed Mindset**

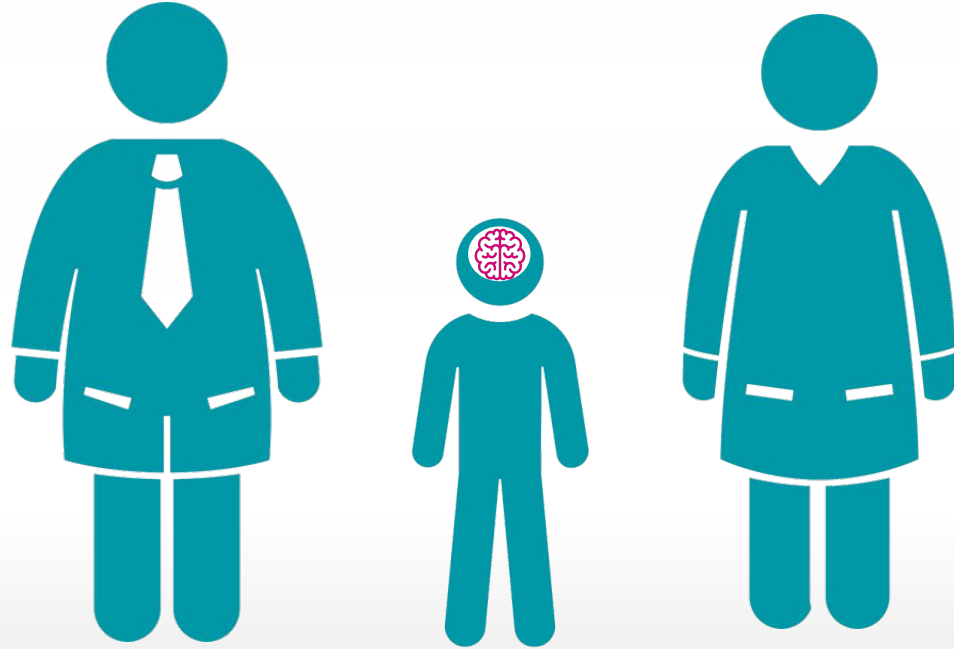


**So, how do I move towards more of a Growth Mindset?**

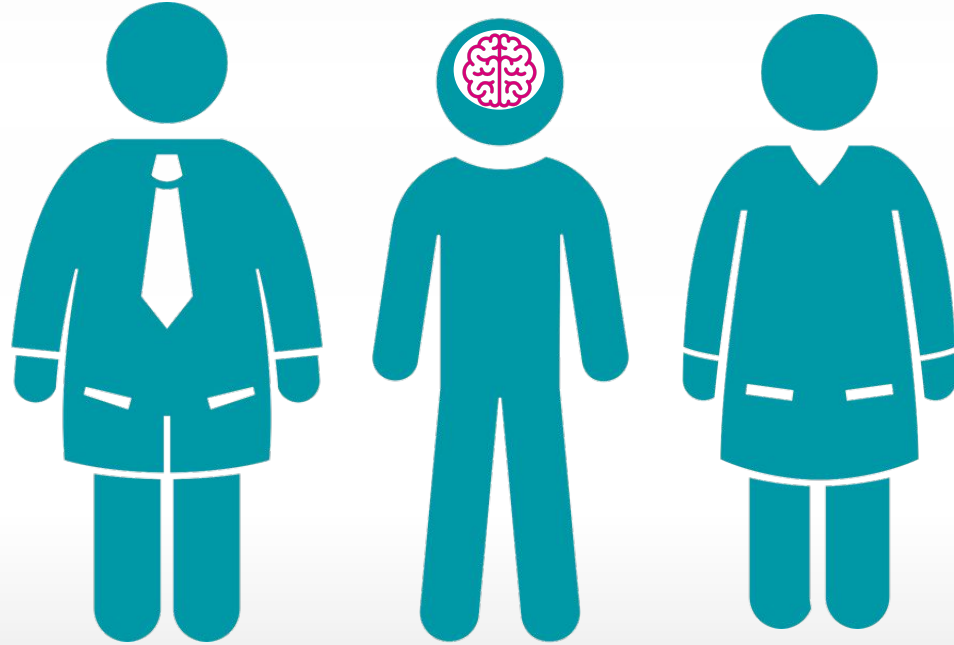
**Science is on  
your side!**



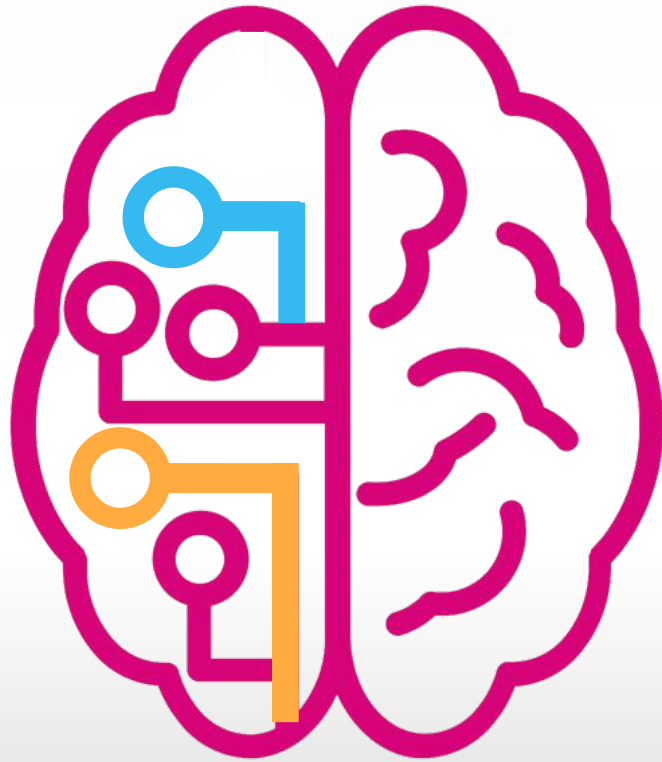
# Neuroplasticity



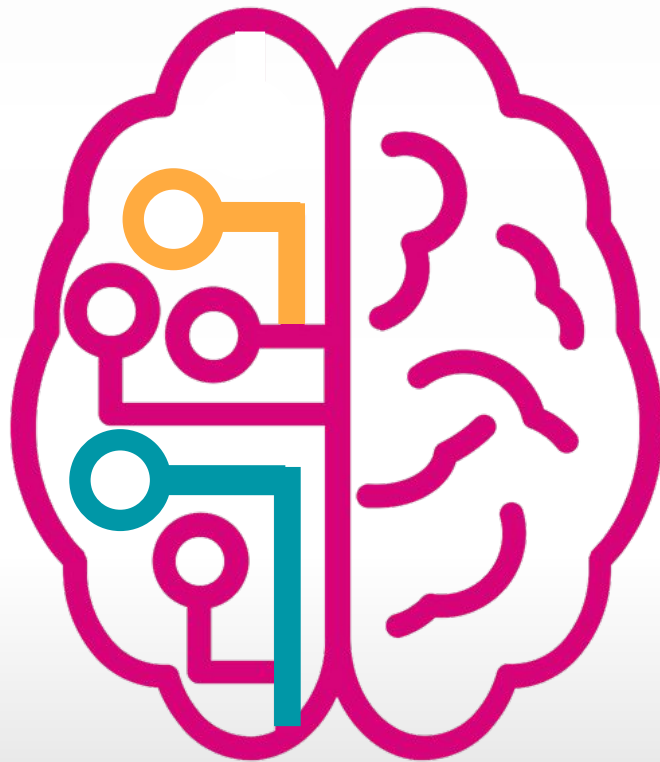
# Neuroplasticity



# Neuroplasticity



# Neuroplasticity







What do you believe is the **most significant barrier to embracing a growth mindset in your work?**

# In Breakout Rooms

- Each participant *shares his/her/their most significant barrier to applying a growth mindset in their work.*
- After you've heard each colleague's top barrier, choose **the one barrier** that – if removed – **could amplify collaboration** and results the most.
- Once you've identified your breakout room's top barrier, collectively identify **one key strategy to manage or mitigate that barrier** in order to amplify collaboration and results.
- Your small group facilitator will access a **Google Doc link** in the chat box and put your breakout room's top barrier and recommended strategy for managing that barrier in the appropriate place.



## Reporting Back...

- What are you noticing about the barriers to growth mindset that may impact our ability to amplify collaboration and achieve results?
- What surprises you about the strategies shared to manage these barriers to a growth mindset? What stands out in these strategies?

Use the Chat Box or Raise Your Hand.



# Moving Towards a Growth Mindset When Leading Crises

- Accept the fact **we all have both mindsets**. It's part of being human. Don't feel guilty about initial resistance.
- Identify **what activates** your **"Fixed Mindset."** Engage your fixed persona in conversation to start creating new neural pathways. Slowly, the mindset will shift.

# Moving Towards a Growth Mindset When Leading Crises

- Create a **new compelling belief** about leading that envisions as positive an outcome as possible.
- **Reframe failure** as a chance to **learn**.
- Use the identification of “Fixed Mindset” **triggers** to **deepen self-awareness**.



# Moving Towards a Growth Mindset When Leading Crises

- Become a **curious learner** – check your **certainty** at the door
- Recommit to **tenacity**
- Look for **inspiration** around you – it's **not a competition**



## So, what does this mean for you?

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Take a moment to reflect and write down **one thing** that you can do to **move towards an increased growth mindset** that would result in even more effective leadership and collaboration.



WHAT'S  
NEXT?

WHAT'S  
NEXT?

WHAT'S  
NEXT?

- Look for reference pieces and video links coming soon
- Session evaluation (see the link in your Chat box!)
- See you at the next webinar!





Thank  
You