



Acce/ 180

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Growth Mindset for Organizational and Personal Success

April 12, 2023

lee Breaker

Agenda

Deepening a Growth Mindset

- Harness challenges as sources of energy for growth and development
- Imagine and create more abundant possibilities for your organization
- Apply tools that will allow you and your organization to reach your full potential



Harness challenges as sources of energy for growth and development



Life Is 10% What Happens To You And 90% How You React...





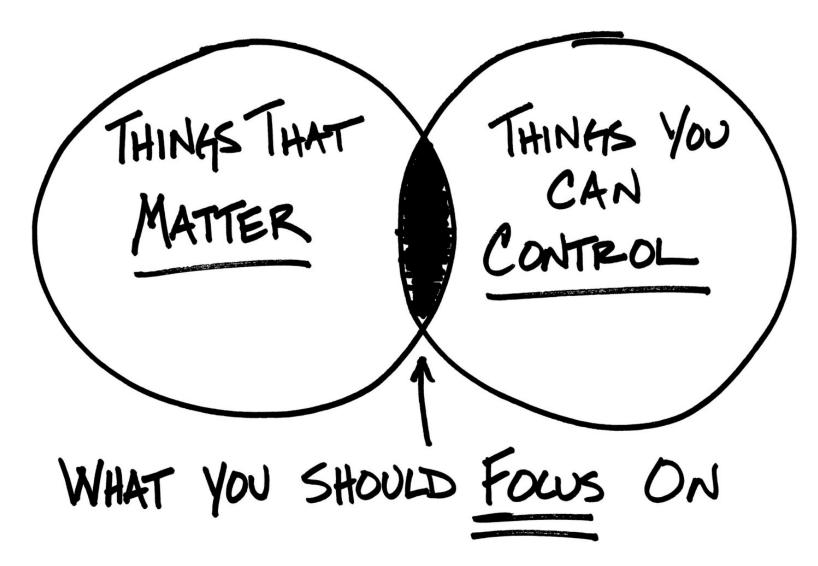
"Adversity introduces a person to themselves"

They are a Source of Energy!

THE SEA

Accept Your Challenges...

Post Traumatic GROWTH

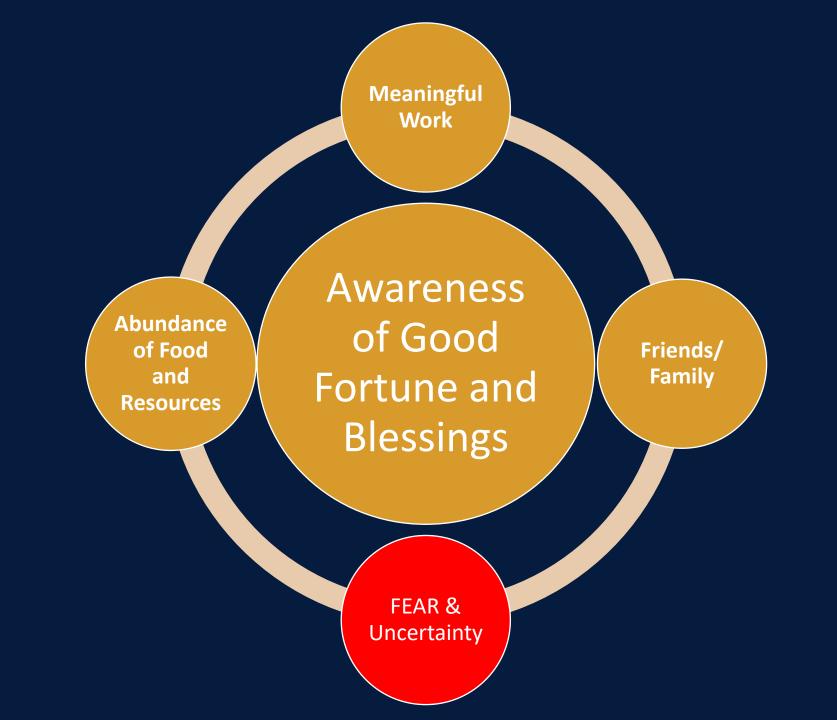


We are hardwired to remember...

NEGATIVITY

Mental Model





The Work

- It is true?
 Can you absolutely know it's true?
- 3. How do you react, what happens, when you believe that thought?
 4. Who would you be without the thought?

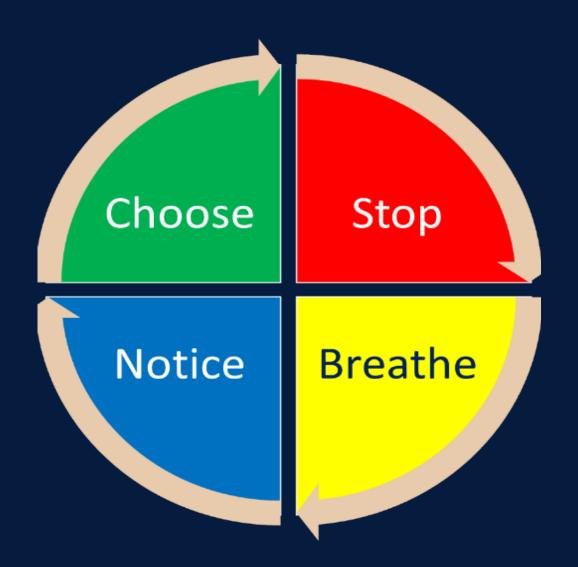
Byron Katie, The Work

Shift from a Reactive to a Responsive Mindset

Stop

• Take a Breath

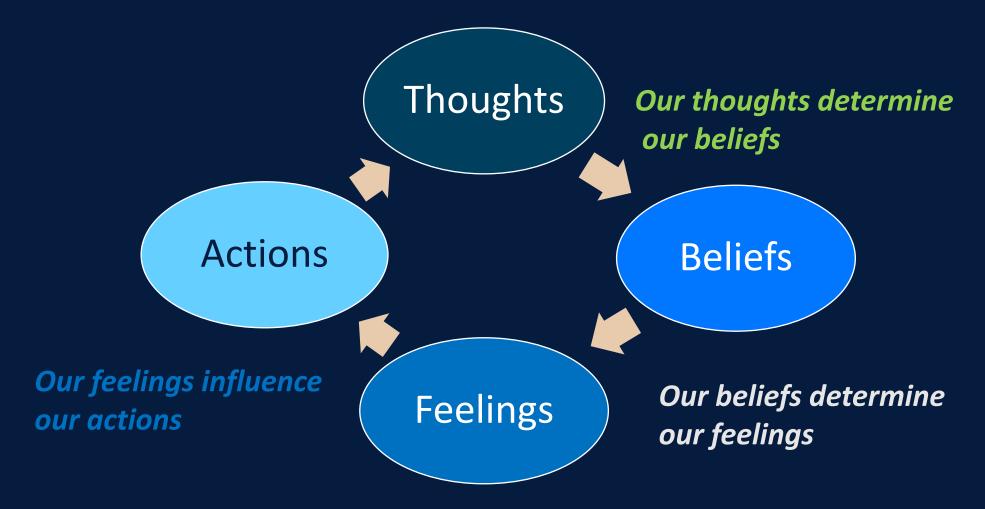
- Notice the emotion
- Choose what to do next

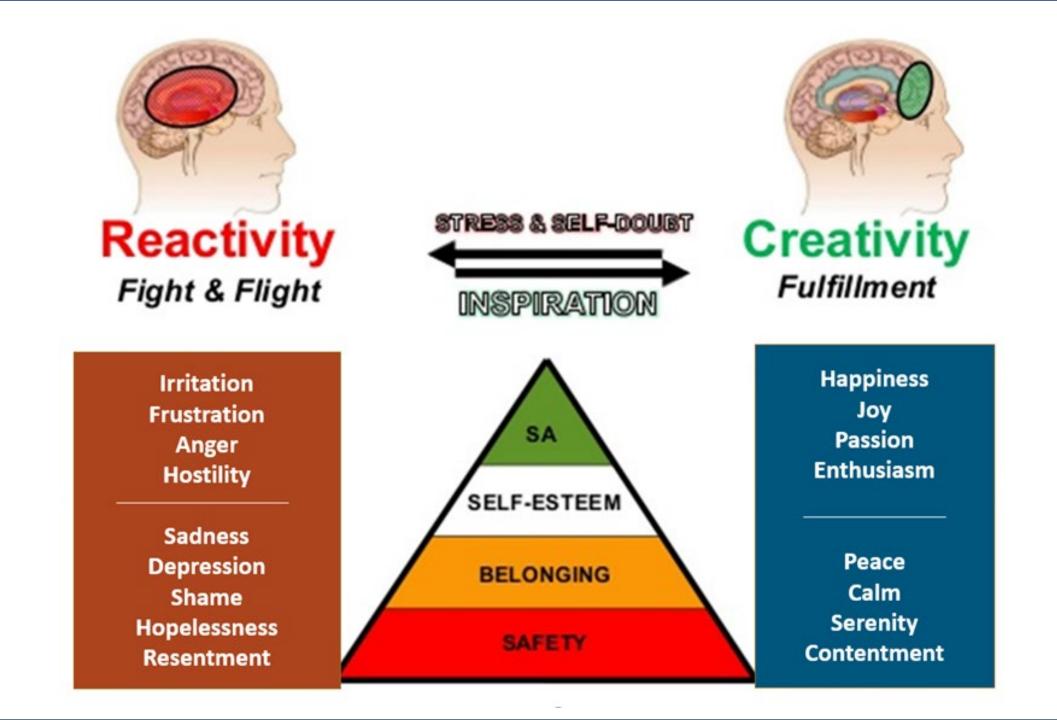


Imagine and create more abundant possibilities for your organization

It Starts With Shifting from a Scarcity to an Abundant Mindset

Our Thoughts Create our Feelings and Actions





Optimistic vs. Pessimistic

Your brain performs 30% better when you are positive

Your <u>Mindset</u> is More Powerful Than You Think.

84 hotel maids were divided into two groups. With one group, researchers carefully went through each of the tasks they did each day, explaining how many calories those tasks burned. They were informed that the activity already met the surgeon general's definition of an active lifestyle.

The other group was given no information at all.

One month later, Langer and her team returned to take physical measurements of the women and were surprised by what they found. In the group that had been educated, there was a decrease in their weight, and waist-to-hip ratio — and a 10 percent drop in blood pressure.

Langer says that her team surveyed both the women and their managers and found no indication that the maids had altered their routines in any way. She believes that the change can be explained only by the change in the women's mindset.

Harvard psychologist Ellen Langer

GROWTH MINDSET

🌈 l can try a different strategy.

Is this really my best work?

This may take some time and effort.

FIXED MINDSET l can't do this. This work is good enough. This is too hard.

Activity

With a partner:

Imagine true abundance – You already have everything you need for success.

What will you create with your abundance?



How to Shift into a Growth Mindset

1. Set Clear Goals

- 2. Focus on Effort and Deliberate Practice
- 3. Persist Through Mistakes and Failure
- 4. Learn from Other People's Mistakes

"Don't compare your beginning to someone else's middle, or your middle to someone else's end."

– Tim Hiller, Strive: Life is Short, Pursue What Matters

5. Reflect Often

Whether you think you can or you can't, you're right.

Henry Ford

🕜 quotefancy



"The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark."

Michelangelo

Apply tools that will allow you and your organization to reach your full potential

The Primacy Effect



Where are you winning?



YOUR BRAIN SHOWS MORE INTELLIGENCE AT NOT ONE OR TWO DIMENSIONS OF INTELLIGENCE BUT ALL FIFTEEN

Shawn Achor, Harvard Psychologist

Benefits of Gratitude

- 1. Gratitude opens the door to more relationships.
- 2. Gratitude improves physical health
- 3. Gratitude improves psychological health
- 4. Gratitude enhances empathy and reduces aggression
- 5. Grateful people sleep better
- 6. Gratitude improves self-esteem

Amy Morin is a psychotherapist and the international bestselling author of 13 Things Mentally Strong People Don't Do and 13 Things Mentally Strong Parents Don't Do.

Thank You



Gratitude at Dinner Each person communicates his/her gratitude for the day during dinner

Gratitude Jar

- Daily, write down your gratitudes on small pieces of paper and place them in a jar.
- At the end of the month, quarter, or year read all the messages

Gratitude at Work

Ask for volunteers to express gratitude for another person at the end of a meeting or huddle

 Start your day by writing a thank you note or email to a colleague/employee

- Seek out someone to thank
 - verbally each day
- Find a buddy to share gratitudes with daily

Ways to Practice Gratitude

Journal Writing

Practice Gratitude

- Identify 3 things you are grateful for and state why
- Make one of them about you.
- Make the specific and unique

"Acknowledging the good that you already have in your life is the foundation for all abundance." —ECKHART TOLLE



Business Benefits of Positive Architecture



Your Job

37% better at sales





Your Relationships

Your Brain

Your Success

• Improved trust

- Increased ability to form and sustain relationships
- Stronger conflict resolution

3 1% more productive at positive than negative, neutral or stressed

300% more creative 75% of your job success is based on your levels of optimism, only 25% is based on your intelligence

Start changing our habits



Conscious Incompetence

Conscious Competence Unconscious Competence

Unconscious Incompetence

Change your habits, change your life!

START

"Over 40% of what you do every day is not a decision, but a habit."

SUCCESS

Charles Duhigg



Tools to Practice

- Reframe Challenges 90-10
- > Shift a Perspective
- The Work: 4 Questions
- Stop | Breathe | Notice | Choose
- Create an Abundant Mindset
- Shift into a Growth Mindset
- Notice Where You are Winning
- Turn up the Volume to Gratitude

66 CREATE THE HIGHEST, GRANDEST VISION POSSIBLE FOR YOUR LIFE, BECAUSE YOU BECOME WHAT YOU BELIEVE. 99

-OPRAH WINFREY

What will you commit to doing next?



Thank Youll

