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BE
MORE!

Sustaining a Growth Mindset

PROGRAM OUTLINE



Sustaining a Growth Mindset

Sustaining a growth mindset is crucial in the business world as it fosters innovation, resilience, and adaptability, all of which are vital for success. Businesses that prioritise and cultivate a culture of continuous growth and learning are better equipped to navigate challenges, seize opportunities, and stay ahead of the competition.

It is ideal for every team member to have a growth mindset as it positively impacts the individual, team and organization. However, the consistency required to sustain this mindset becomes a challenge. While the intent to improve and build on skills, knowledge and experiences is present, putting this into action can be difficult. Individuals can become so caught up in their daily routines that they forget to keep progressing. They may struggle to follow through on plans.

Therefore a deliberate effort is required to sustain a growth mindset; a conscious choice to prioritize learning, be adaptable when plans change, and break away from the comfort of routine. It is crucial to maintain enthusiasm for growth and continuously engage in personal and professional development.

The ROI of Sustaining a Growth Mindset

When businesses invest to help their teams sustain a growth mindset, they can expect outcomes, like improved efficiency, quicker solutions to problems and staying ahead of the competition.

- **Innovation and Adaptability:** Companies with employees who sustain a growth mindset are more likely to innovate and adapt to changing market conditions. Employees may be willing to explore new ideas, take calculated risks, and embrace change, leading to the development of new products and services.
- **Employee Engagement and Motivation:** Employees who feel supported in their personal and professional growth are more engaged and motivated. A growth mindset fosters a culture of continuous learning, collaboration, and empowerment, contributing to higher employee satisfaction rates.
- **Resilience and Problem-Solving:** Businesses face various challenges, from economic downturns to technological disruptions. Employees with a growth mindset are resilient in the face of adversity, viewing setbacks as opportunities for learning and improvement. They are adept at problem-solving and finding creative solutions to complex problems.

- **Competitive Advantage:** Companies that prioritize sustaining a growth mindset can gain a competitive edge in the marketplace. They may attract talent, foster a culture of learning and innovation, and continuously evolve to meet the changing needs of customers and clients.

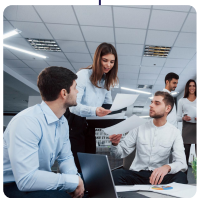
Ways to Sustain a Growth Mindset

Sustaining a growth mindset is the ability to recognize and actively pursue opportunities for continuous personal and professional growth, irrespective of one's present condition or situation.

It involves developing characteristics of collaborating and networking efficiently, showing resilience and positivity while dealing with challenges, staying curious to learn and being open to exploring opportunities.

To sustain a growth mindset, one needs GRIT. This program introduces a framework that enables learners to build desired characteristics and sustain a growth mindset despite work responsibilities and workplace challenges.

G



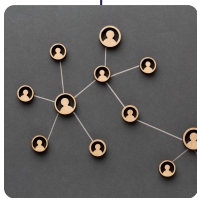
Go for
challenging
projects

R



Resolve to
stay Kaisen

I



Indulge in a
growth-focused
network

T



Turn around
setbacks

Objectives

The program is designed to help learners:

- Identify the characteristics to sustain a growth mindset
- Explore workplace realities that obstruct you from sustaining a growth mindset
- Apply strategies to sustain a growth mindset at work

Modules

- Introduction
- Module 1: Characteristics and Challenges
- Module 2: Unlocking GRIT
- Module 3: Applying Learning
- Summary





Program Agenda

The following agenda can be used to run the workshop in 120 minutes. The duration of each section is only an estimate and can be adjusted based on your requirements.

Topic	Approx. Time	Training Aids
Introduction <ul style="list-style-type: none">• Introduction of facilitator• Introductory activity• Sustaining a growth mindset (definition)• State learning objectives• Map participant expectation	20 Minutes	Program Slides
Module 1: Characteristics and Challenges <ul style="list-style-type: none">• Group Activity• Characteristics• Ground Realities	30 Minutes	Program Slides, Video, Whiteboard, Workbook, Breakout room
Module 2: Unlocking GRIT <ul style="list-style-type: none">• The GRIT framework<ul style="list-style-type: none">○ Go for Challenging Projects○ Resolve to Stay Kaisen○ Indulge in a Growth-Focused Network○ Turn around Setbacks	40 Minutes	Program Slides, Whiteboard, Workbook
Module 3: Applying Learning <ul style="list-style-type: none">• Reflection Activity• Tough Expressions	25 Minutes	Program Slides, Whiteboard, Workbook, Poll
Wrap up and Close <ul style="list-style-type: none">• Summary of the Program• Participant Reflection• Q&A to reinforce the learning of the program and to guide on the application of the same	05 Minutes	Program Slides, Link to the feedback form



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