

Nurturing and Sustaining a Growth Mindset

Program Outline



The Need for Sustaining a Growth Mindset

How can organizations foster continuous learning, spark innovation, and build resilience within their teams?

One answer: by Nurturing and Sustaining a Growth Mindset.

In today's dynamic business landscape, staying relevant demands curiosity, initiative, and the willingness to act. Most professionals want to grow, take on new challenges, and push themselves — but wanting isn't enough. Without ongoing effort and the right environment, it's easy to slip into routine, lose momentum, and miss out on opportunities to evolve. That, in turn, limits an organization's ability to innovate and scale.

Fostering a growth mindset across teams requires a practical approach where individuals can apply their learning. It needs to be built into the day-to-day through:



Intentional learning:

Making time for continuous skill-building, not just when it's convenient, but as a habit.



Openness to change:

Approaching uncertainty and new challenges not with resistance, but with curiosity.



Resilience:

Learning from failures, using them as fuel for improvement instead of reasons to retreat.



Learning from others:

Seeking out diverse perspectives, mentoring relationships, and cross-team collaboration.

Organizations can make this possible by creating a supportive space and providing strategies for experimentation, making feedback a normal part of the culture, and encouraging people to stretch beyond their current roles. Growth isn't treated as an event—it's built into how individuals and teams operate.

At **FocusU**, we believe that a Growth Mindset must be nurtured and sustained by recognizing and actively pursuing opportunities for continuous personal and professional growth, irrespective of one's present circumstance or situation.

Building the Skill to Sustain a Growth Mindset

This program is designed to foster a growth mindset by encouraging individuals to prioritize continuous learning, step outside their comfort zones and demonstrate proactiveness at the workplace. By equipping participants with practical tools and techniques, it supports the development of resilience, drives innovation, and helps turn setbacks into opportunities for growth.

As part of the program, a structured framework is introduced to help individuals cultivate GRIT, using action-oriented strategies to stay focused, network, persevere through challenges, and maintain a long-term vision, all while managing day-to-day responsibilities.

G



Grab Challenging Projects

R



Resolve to Stay Kaizen

I



Invest in Growth - Focused Networks

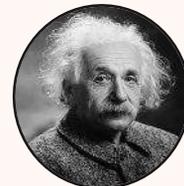
T



Tackle Setbacks Head-On

Investing in the Growth Mindset program sends a clear message: continuous learning and adaptability aren't optional — they're essential. The result? Teams are learning-driven, take initiative to innovate, recover quickly from setbacks, and contribute to long-term impact across the organization.

“ Once you stop learning, you start dying. ”
- Albert Einstein



So let's make learning a habit...

Program Objectives & Flow

The program is designed to help learners:

- Identify the characteristics required to nurture and sustain a growth mindset.
- Become aware of personal triggers and workplace realities that could be barriers to a growth mindset.
- Apply strategies to overcome a fixed mindset, moving towards sustaining a growth mindset.

Program Flow

This program comprises a full-day session flow. The duration for the live session is only an estimate and is adjustable to a half-day or extendable up to 2 days based on training needs or scheduling requirements.

The program on **Nurturing and Sustaining a Growth Mindset** is organized as follows:

Pre-program exercise	To be completed individually by participants before the live session	20-30 mins approx
Live session	To be attended by all participants (refer to details in program agenda)	1 - day program
Post-program practice	To be completed individually by participants after the live session	20-30 mins approx



Modules

Modules

Introduction: Context Setting and Session Overview

Experiential Activity: Building on Existing Knowledge

Understanding Mindsets

- The Fixed Mindset and The Growth Mindset
- The Mindset Continuum
- The Science Behind It: Neuroplasticity
- Sustaining a Growth Mindset

Scenario Spotlight: Pathfinders

- Hallmarks of a Growth Mindset

The GRIT Framework

- **G**rab Challenging Projects
- **R**esolve to Stay Kaisen
- **I**nvest in Growth-Focused Network
- **T**ackle Setbacks Head-On

Watchouts: Common Derailers

Application and Retrieval Practice

- Responding to Fixed Mindset Triggers
- Watch Your Tongue - Reframing for a Growth Mindset
- My Growth Journey

Wrap Up: Reflection and Summary



To know more about us, drop in at
www.focusu.com