



Growth Mindset Workbook

Get the tools, inspiration and confidence to help you make an impact at work.



Exploring my motivations and purpose



This exercise is all about you and what motivates you. You can unlock a courageous growth mindset in yourself by harnessing what gives you motivation and consciously aligning your energy to a purpose.

What gives me my motivation?

In the space below, list some examples of what motivates you **at work** (e.g., having clear goals, being challenged by others, positive feedback, financial reward).

Next, list what motivates you **outside of work** (e.g., having adventures, setting a goal, using your sense of humour).

From the lists above, consider which are in your control and which are dependent upon others. Choose your top three motivators which are driven by you, and write them below.

1

2

3

What gives me my purpose?

Motivation keeps us going, but a purpose gets us started! We all need a reason to help unlock our energy. Is your purpose 'mission' or money? Impact or enjoyment?

'Mission' purpose	'Mainstream' purpose
<div>Changing the world</div> <div>Success</div> <div>Fame</div> <div>Competition</div> <div>Continual improvement</div> <div>Faith</div> <div>Proving yourself</div> <div></div>	<div>Financial security</div> <div>Making something</div> <div>Enjoyment</div> <div>Learning</div> <div>Social connections</div> <div>To feel useful</div> <div>To teach others</div> <div></div>

Look at the examples and note down your primary purpose below.

What gets in the way of my courageous growth mindset?



Your mind is a powerful tool at work, but your thinking can work against you if it turns inwards in a critical way. Use this exercise to explore your unconscious habits, expectations, levels of conformity, limiting beliefs, strategies, and personas.

Habit

A recurrent, often unconscious pattern of behaviour that is acquired through frequent repetition.

What are some habitual behaviours that may be keeping you stuck?

Expectation

How we think we should be, or how others think we should be.

Complete the following sentence. "To be good at my job I should..."

Conformity

Matching your beliefs and behaviours to group norms.

How much do you conform to group norms? Score yourself out of five by ticking a box below.

Conformist	Rebel
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What will I be instead?

What gets in the way of my courageous growth mindset?

Limiting beliefs

Thoughts about ourselves, others, or the world around us that limit our potential.

Complete the following sentence. "I do not stretch myself because..."

Strategy

How we adapt our behaviour, often unconsciously, to fit in, be liked and succeed.

How do you behave when you need to impress professionally?

Restricted me

The person and persona I take on when I hold back.

How do you react when you hold back? What what others be experience of me?

What can be achieved with more personal courage?



Step into your imagination and use these exercises to explore what you can achieve by applying courage, grit, a sense of adventure, and a focused mind.



Our research shows that most people acknowledge, on average, a 30% gap between their current and optimum performance. That's a 30% opportunity for greater results! Are you unconsciously conforming and taking the path of least resistance? The root of the word 'courage' comes from the French word 'coeur' which means 'heart' – something that's in all of us. It's that extra something that we are all capable of. It's the difference between safe and mediocre, 'done it' and 'incredible'.

Reflect on a time that you hesitated and didn't act or speak up.

What would have helped you get over your fear or hesitation at that moment?

Consciousness is key. We can't all conquer the world in a day, but we can apply a courageous growth mindset to every situation. How unconsciously complacent are you? See if you can answer the questions below. Most of us struggle to remember. Can you?

What did you have for lunch yesterday?

What did you do yesterday morning?

What actions were agreed in your last meeting?

Galvanising your courageous growth mindset in action!



It's one thing to imagine courageousness and growth in our mindset, but it can be another to practice it in everyday meetings or interactions.



Are you experiencing **unconscious complacency**? In conversations and meetings, do you only stick to what you know or your own area of expertise?

Are you simply **engaged**? Do you speak when it's your turn and remain active through meetings and conversations – or do you listen to your own thoughts?

What does a **courageous growth mindset** look like in action? Do you grab the flipchart/ use a digital whiteboard or facilitate a challenge for others through conversations? Even when the topic isn't your area of expertise? Are you asking questions, summarising, and driving the action to benefit the team?

Read the text above and reflect. What are the differences between these three approaches? How would you look, feel, and behave?

Unconscious complacency

Engaged

Growth mindset

We taught to set SMART goals, where the 'R' stands for 'realistic'. Realistic goals will not support a courageous growth mindset. They are about playing safe. What if the 'R' stood for 'revolutionary' or 'radical'? This would help make your goal a 'stretch goal', rather than a 'SMART goal'. Stretch goals drive a courageous growth mindset.

Write down a work goal below.

Now **STRETCH** this goal and make it radical!

What do you need to do differently to achieve this new goal?



These activities links to the workshop you'll be taking part in. Ask the trainer if you require any further guidance.

Stretch goal planner

Stretch goal to
achieve this week

When I achieve this
goal, I will...

What is holding me
back?

What can I do to
make it happen?

Stretch goal to
achieve this quarter

When I achieve this
goal, I will...

What is holding me
back?

What can I do to
make it happen?

Impact vs effort

Review the actions below. Consider how much effort each action would take, compared to how impactful it will be for achieving your goals. In you have printed out this workbook, plot each goal onto the graph. If you are working digitally, click on the 'X' icons and select a number that corresponds to the goal you are plotting on the graph. If you want to plot more precisely, you could use a scrap of paper.

1. Have a positive statement you say to yourself each morning
2. Offer to take and circulate meeting notes
3. Share your ideas in a meeting
4. Share your ideas creatively in a meeting
5. For times when you're feeling underconfident – have a mantra/song/person you call
6. For times when you do something well – celebrate it for yourself/share with your team/tell your Line Manager
7. Ask to present on a topic you care about at a knowledge-share or team meeting
8. Research an area of business growth to share
9. Attend a CPD course on something you care about and share that learning with your team
10. Voice your opinion when you don't agree with something
11. Find a mentor to support your development
12. Become a mentor
13. Join an interest group at your work
14. Make a conscious effort to network with people at different stages of their career and schedule some meetings



