



## Building a growth mindset as a team

A growth mindset is a belief that you can develop your skills and talents through hard work, the right strategies, learning, and support from others. Building a growth mindset creates a high-performing, resilient, and adaptable culture. A growth mindset allows you to embrace new situations, approaches, and challenges as opportunities. It makes you more adaptable to change and open to new experiences. Here are some tips to help you build a growth mindset as a team...

### Role model

Be open to sharing challenges and how you have learnt from them.

Recognise perseverance, learning and improvement within the team.

Encourage feedback from one another and act on it.



### Normalise challenges and failures

Talk openly as a team about setbacks and see them as opportunities for growth.

Share stories of resilience and best practice.

Recognise brave attempts of change, even if they didn't work first time.

### Focus on learning goals as well as performance goals

Set learning-based objectives for team members to support a learning culture.

Encourage experimentation to show that the process matters as much as the outcome.



### Give each other feedback that supports growth

Make sure the feedback you offer is specific, actionable and focused on behaviours.

Remember to offer positive feedback too, so you are able to celebrate the things you have achieved.

### Work on the psychological safety of the team

Make sure everyone in the team feels safe to speak up, ask questions and take risks without fear.

Support open discussion where curiosity is valued, no matter your role in the team.



### Support opportunities for development

Encourage team members to share skills and knowledge to up-skill others in the team.



Involve other team members on projects or work that will support them to develop.

### Recognise and reward growth

Celebrate each other's achievements and growth, learning efforts and persistence. Don't just celebrate the 'wins', celebrate progress too!

