



CONCERN:EAP

# Healthy & Resilient You

## The Growth Mindset

Train your mind and  
success will follow



Recent studies demonstrate an interesting link between people who have a *fixed mindset* vs. those with a *growth mindset*, and how that pattern of thought impacts success. Participants with a growth mindset view change and challenges as opportunities for improvement. These participants were consistently more successful in life than those exhibiting a fixed mindset. Conversely, fixed mindset individuals view challenge as a negative and change as something to avoid.

Since having a fixed mindset can also inhibit us from overcoming criticism and generating the enthusiasm needed to succeed, it's in our best interest to embrace a growth mindset. Welcome change and challenges and take criticism as guidance for improvement--success should soon follow.

### Getting into the growth mindset

Human beings have amazing capacity to continuously accept and conquer new challenges. To help unlock this potential, keep in mind that challenges help you to improve, and that setbacks, when viewed as motivation, help you to work harder and move forward. Some actionable examples:

#### ✔ Don't avoid challenges, embrace them.

- Reframe your perspective by remembering that path to success is a winding one, not a clear, straight line.
- When you face obstacles, don't give up! If you can't do it alone, seek advice and guidance from others.

#### ✔ Focus on the experience rather than the end result.

- Failing at a task does not make you a failure. Keep in mind that successful people have learned from many failures in their own journeys.
- Celebrate achieving small milestones along the way to keep you motivated through to the end goal.



**Pro Tip:** Think this/not that: Try replacing the following words on the left with the more growth-mind focused words on the right: But/And • Try/Will • Have to/Get to • Guess/Know • Problem/Challenge • Spend/Invest

## Putting the growth mindset to task


Growth/fixed mindset studies also reveal that, when it comes to successfully completing a challenging task, a person's attitude can matter just as much as their ability or talent. Your best tool for success can be a mindset that openly welcomes challenge. Consider these tips to unleash the power of a growth mindset for yourself:

### ✓ Challenge fixed thoughts with growth alternatives.

- The fixed mindset says, “Are you sure you can do it? Maybe you don’t have the talent.”
- The growth mindset answers, “I’m not sure I can do it now, but I think I can with time and effort.”

### ✓ Use these affirmations to encourage a growth mindset.

- Every step takes me closer to my goal.
- In order to succeed I must first try.

 **Pro Tip:** *If you don't believe you can accomplish a task, chances are you won't. So, instead of psyching yourself up for a task you fear is impossible, break it down into achievable pieces. By tackling the task in increments, and by being honest about what you can take on, you can achieve the incredible, one small step at a time.*




## Learn how to pat yourself on the back

When you provide constructive feedback, encouraging words, or challenging questions to others, they often appreciate the insight and support. You can do this same favor for yourself by challenging your inner voice to also speak constructively. Here are some things to consider when giving yourself some well-earned acknowledgment:

✓ Acknowledge effort over ability. In a study involving groups of children performing identical tasks, those who were praised for their efforts developed a more resilient and growth-oriented mindset while those who were praised for their intelligence or ability, developed a more limited and fixed mindset.

✓ When considering your performance ignore any result—good or bad—that comes from a halfhearted effort. Conversely, be proud of any result that follows hard work, even when the result isn't what you had hoped for.

 **Pro Tip:** *Remember that even Einstein wasn't Einstein until he had put in decades of study and labor. Not everyone can be as smart as Einstein, but those who work hard, learning from challenges and setbacks, can accomplish great things.*

## Dwell in the possibilities

A fixed mind sees only what is and what is not, but a growth mind perceives *what can be*. Embrace challenge and welcome change to help open a world of possibility.

Looking for more useful information on ways to take care of yourself? Check out the Resilience Hub™. If you are a first-time user, type in your company name to access the site. [www.ConcernResilienceHub.com](http://www.ConcernResilienceHub.com)

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## Learn to Grow

People with a growth mindset welcome change as opportunity and learn from every experience. Keep an open mind and focus your energy on learning for personal growth and improvement.

### *Example in Action:*

- › *Instead of accepting things at face value, look deeper and challenge the status quo. Seek mentors for the kind of perspective that only comes from experience.*



## Harness the “Yes”

A growth mindset thrives on new experiences. Say “Yes” when you can to unleash the power of possibility.

### *Example in Action:*

- › *It’s said that a frightened or uncertain mind automatically says “No” so look objectively at opportunities that make you feel afraid or anxious before making a decision. Consider saying “Yes” to experiences that challenge your worries and your daily routine.*



## Visualize Growth

Don’t be afraid to dream big. Remember, you don’t have to make dramatic changes to your life all at once. Look for the small changes and opportunities that will help you achieve your dreams.

### *Example in Action:*

- › *Visualize possibilities. Write in a journal, create a video or sketch—anything that helps you explore and record what excites you most. Then, break it down and focus on taking small, achievable steps toward your goals to build enthusiasm and encourage action.*



**CONCERN:EAP**

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