



TOGETHER IN WELLNESS: A GUIDE FOR LEADERS AND WELLNESS CHAMPIONS

KEEPING GROWTH IN MIND

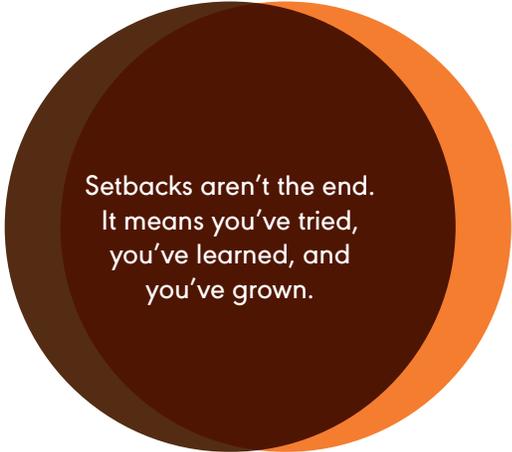
ENCOURAGING A GROWTH MINDSET

What's the difference between a fixed and a growth mindset? Someone with a fixed mindset views personal ability as something static, and that natural talent contributes heavily to their success. A growth mindset, on the other hand, is a belief that your personal abilities can be developed and improved through effort.

Studies have shown that children who are encouraged to cultivate growth mindsets achieve greater academic success and navigate interpersonal relationships with less conflict. This isn't limited to just children, either—adults also benefit from a growth mindset.

A fixed mindset can be beneficial too. For example, in situations outside of your control, they can help provide stability and comfort. But by having a bit of both, you'll be well equipped to respond to nearly any situation.

Encourage a growth mindset in your workplace by encouraging personal development opportunities and supporting your team to try new things—even if they aren't always successful—to foster a judgement-free space that welcomes success and learns along the way.



Setbacks aren't the end.
It means you've tried,
you've learned, and
you've grown.

TEAM ACTIVITY

How to prepare:

Review [Keeping Growth in Mind \(Together in Wellness: Your Guide to Wellbeing\)](#). Pay special attention to the following tips to inspire growth:

Learn together. Create psychologically safe settings for people to develop emotional and social skills together. Acknowledge your collaboration as you work toward common goals.

Provide safe feedback that promotes growth. Whether you're reviewing someone's performance, encouraging a student, or offering feedback to leadership, be consistent so all parts of the organization can shift toward sharing the same perspective.

Create a supportive physical environment. Share messages that promote a growth mindset and identify spaces for positive collaboration. Making small changes like these encourages behaviours that support shifts in thinking.

Celebrate successes and allow for failure. While rewarding effort helps people develop, healthy organizations still need to provide clarity around staff roles, responsibilities, and expectations for success—and to allow space for failure.

Share these ideas with everyone in your workplace. Be sure to include teachers, educational assistants, administrators, divisional staff, parents, and students. Bringing everyone on board will help you shift toward a growth-based culture.

How to include your team:

1. Distribute copies of [Keeping Growth in Mind \(Together in Wellness: Your Guide to Wellbeing\)](#) by sharing the weblink, providing copies at a staff meeting or posting in a common area.
2. Review the first page with your team and identify one or two things your workplace is already doing to inspire growth.
3. Now it's time to grow your list by exploring the things you can do, or do differently, in each of these areas.

How to debrief:

4. Before you leave ask everyone to complete the Speaking of Mindsets activity on page two before the next team meeting. Invite staff to reflect how considering another person's perspective can help you grow.

How to continue:

5. Celebrate your efforts by using the Keeping Growth in Mind [poster template](#) to record the things you've tried and what you've learned. Give yourself bonus points if you create an *E is for Effort* list of all of things that you tried but didn't go as planned. At the end of the year, give out awards to those who made the list the most often.

Make growth-ing your workplace thing.
When you encourage curiosity and exploration, you encourage people to reach their potential.

RELATED RESOURCES:

Activity: Need a "growth-ing" activity for your next team meeting? Check out this 10-Minute Wellness Activity, a [Letter to Yourself](#), and complete it as-is or modify it for your needs.

Article: EdCan' Network's, [The Growth Mindset](#), looks at Carol Dweck's growth mindset theory and how it applies it to Canada's education system.

Book: For some Alberta-grown inspiration look no further than [The Innovators Mindset](#) by George Couros, former division principal of Teaching and Learning with Parkland School Division.

Blog: Check out [The Learning Journey for encouragement and inspiration on developing a growth mindset](#).

Infographic: Picture growth with some great visuals (and weblinks) in Dana B Silverberg's article, [Remote Learning Round-Up: Mindset](#).

Video: Get inspired by Carol Dweck's interview, [Developing a Growth Mindset Culture in Organizations](#).



Visit TheWellnessSandbox.ca to discover more great ideas and connect with wellness champions from across Alberta.

