



Performance Enhancement

What is your Team's Mindset?

Article - 5 min read & content links



By the end of this article you will have been introduced to the idea of the Growth Mindset and how it can contribute to a culture of development in your teams. Developing your own understanding of how your team members perceive learning & development in their role can help you influence how those around you can view ideas like learning, potential, and performing to their capacity.





What is a Mindset

Stanford University's Professor of Psychology, Carol Dweck, is probably most well known for her work in the area of Mindset, and she argues that there are two mindsets and individual can adopt. They are:



To understand and define the two Mindsets, and to get some context on her research, check out the following video of Professor Dweck discussing the two ideas of a growth mindset and a fixed mindset.

[Click Here](#)





While there is clearly a focus on pedagogical application, there are many ways that it can be applied in a professional environment, particularly when looking at individuals in the workplace and how they approach continuous development. In the following video you can hear Professor Dweck discuss the application of the idea in the workplace and the responsibility of Managers & Leaders to develop others.



Further Reading:

If you would like to explore Prof. Carol Dweck's ideas on mindset then give this a read: "Mindset: The New Psychology of Success" by Carol S. Dweck.

