

Practice Giving Positive Attention to Effort, Progress and Process

Fast Skills Exercise for *Growth Mindset with Dr. Rob Fazio*

Leaders and parents build growth mindsets in their teams and families by...	Example of the principle applied	Draft something you might say to apply this principle at work or home
Rewarding efforts, progress & learning, not just the final product.	The efforts you put in to communicating with the stakeholders in the other department were really important to this project's success. What strategies did you use to gather their input and to show we were taking their ideas seriously? How did you learn to do that?	
Underscore the importance of the processes that lead to or enable effort, progress and learning.	I notice how careful you are about putting your homework assignments into your agenda every day. Tell me about when and how you do that and how you learned that was worthwhile? A lot of people say project debrief meetings are important, and I appreciate that you actually hold them consistently and attend them. I can see how your team learns and grows in just a short session when you ask about people's most important learnings from mistakes and successes.	
Frame challenges ahead as chances grow and improve, NOT defining people by their personalities or talents.	You worked so hard to master the new electronic medical records system (or the plays in the playbook, scales for trumpet, or terms in Spanish, etc). Do you have a sense of the next challenge ahead of you yet? What will you be able to take on now that you couldn't do before?	