

Coaching for Growth Mindset

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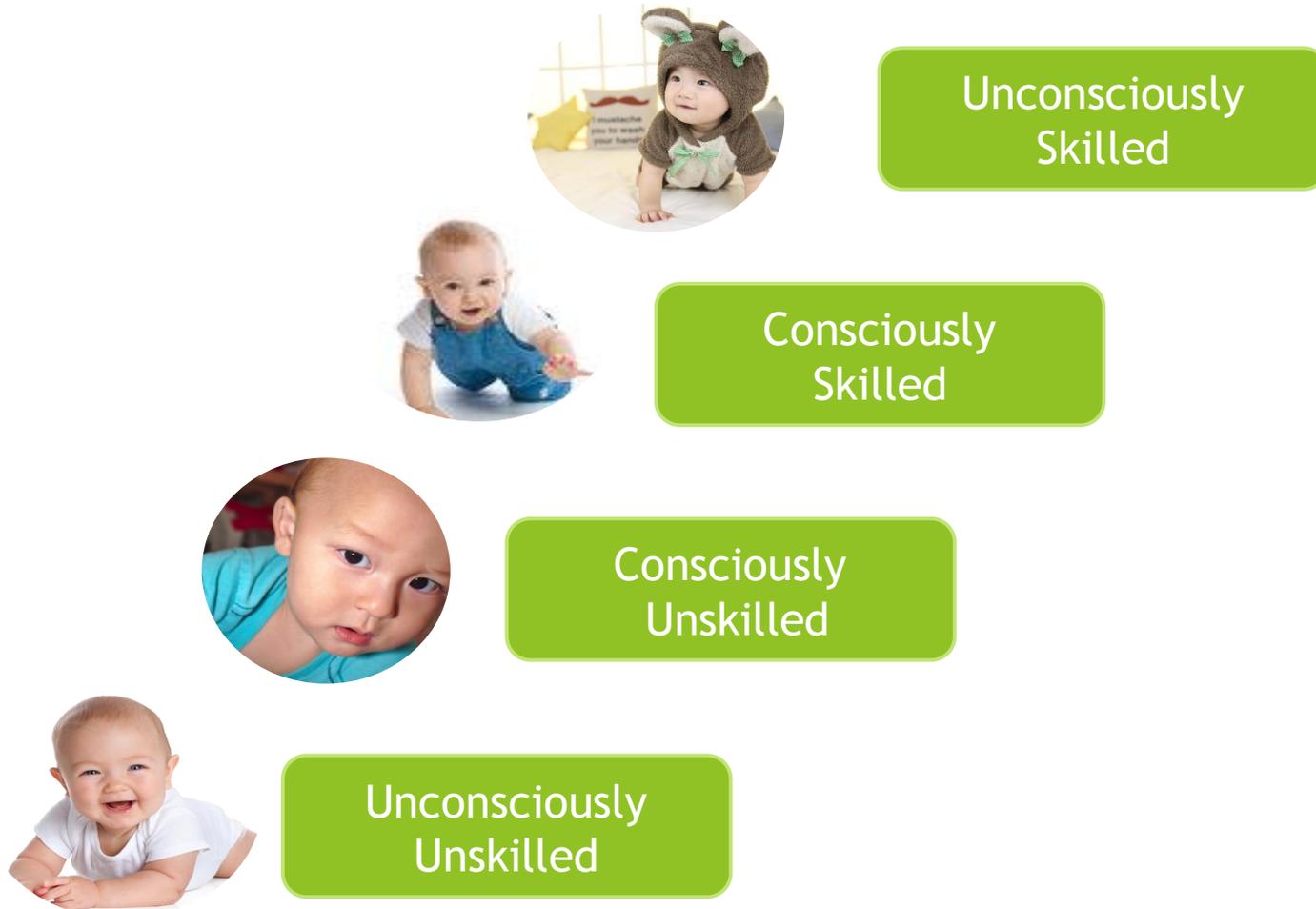
Objectives

- ▶ Explore how we learn, adapt, & grow
- ▶ Introduce how mindset affects our learning
- ▶ Highlight the importance of the supervisor as coach
- ▶ Provide tools to cultivate a growth mindset
- ▶ Practice coaching for a growth mindset

The Learning Journey

- ▶ Think of a time when you were in the process of learning something new or trying something different.
- ▶ Share how you felt in that moment, the thoughts you had, and the things you were doing.

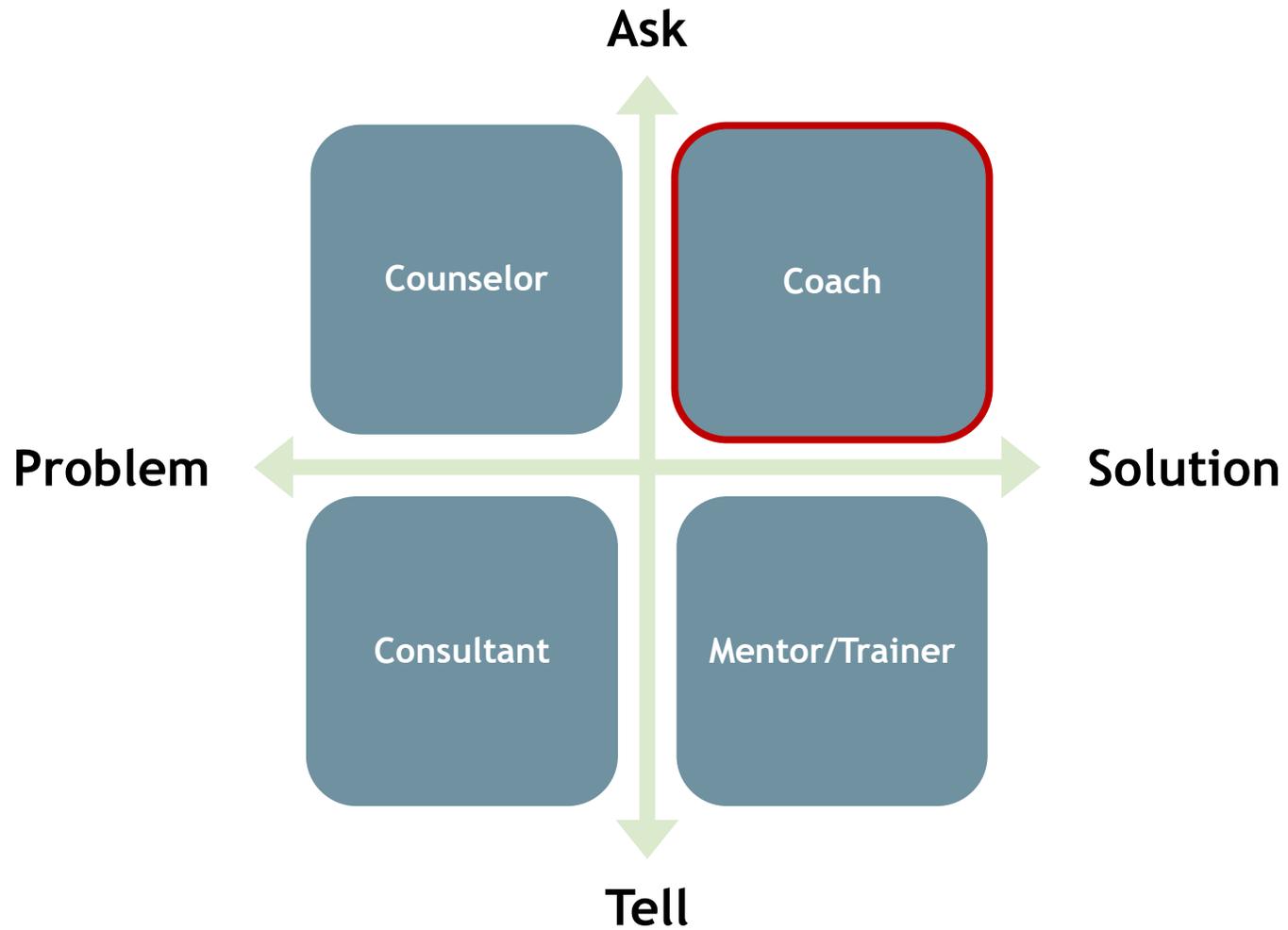
The Learning Journey

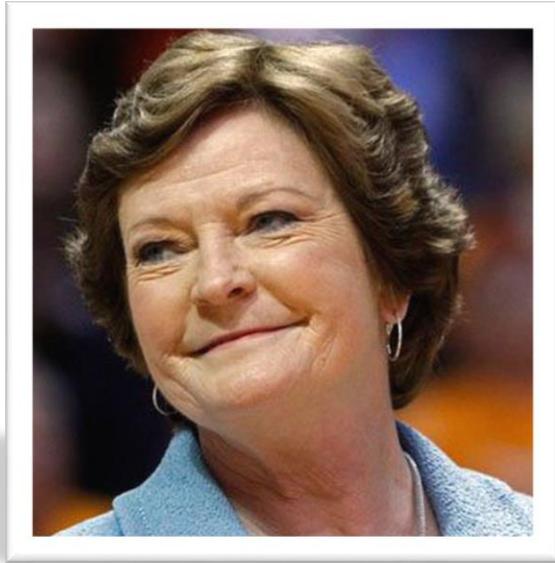


Working Definitions

- ▶ **Mindset:** The beliefs you hold about yourself, your make-up, and your abilities.
- ▶ **Growth Mindset:** Mindset or attitude where people believe that their most basic abilities can be developed through dedication and hard work.
- ▶ **Coaching:** Partnering with coachees in a thought-provoking and creative process that inspires them to maximize their professional potential.
- ▶ **Coaching for a Growth Mindset:** Facilitating positive change by improving a coachee's metacognition.

The TAPS Model[®]

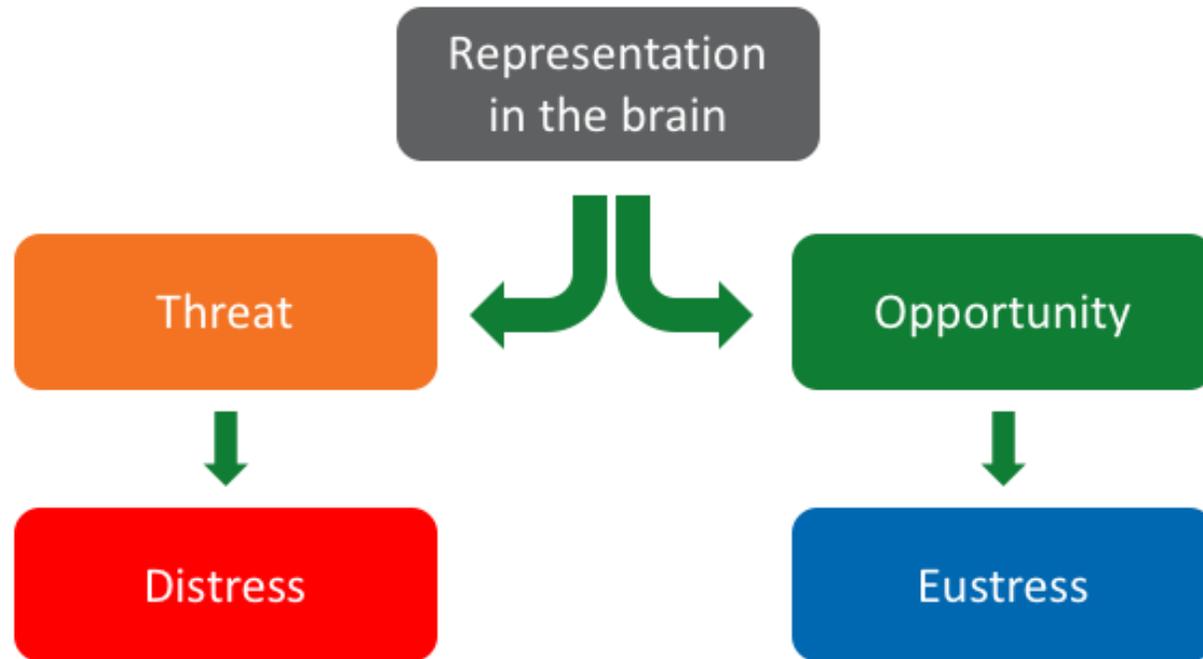




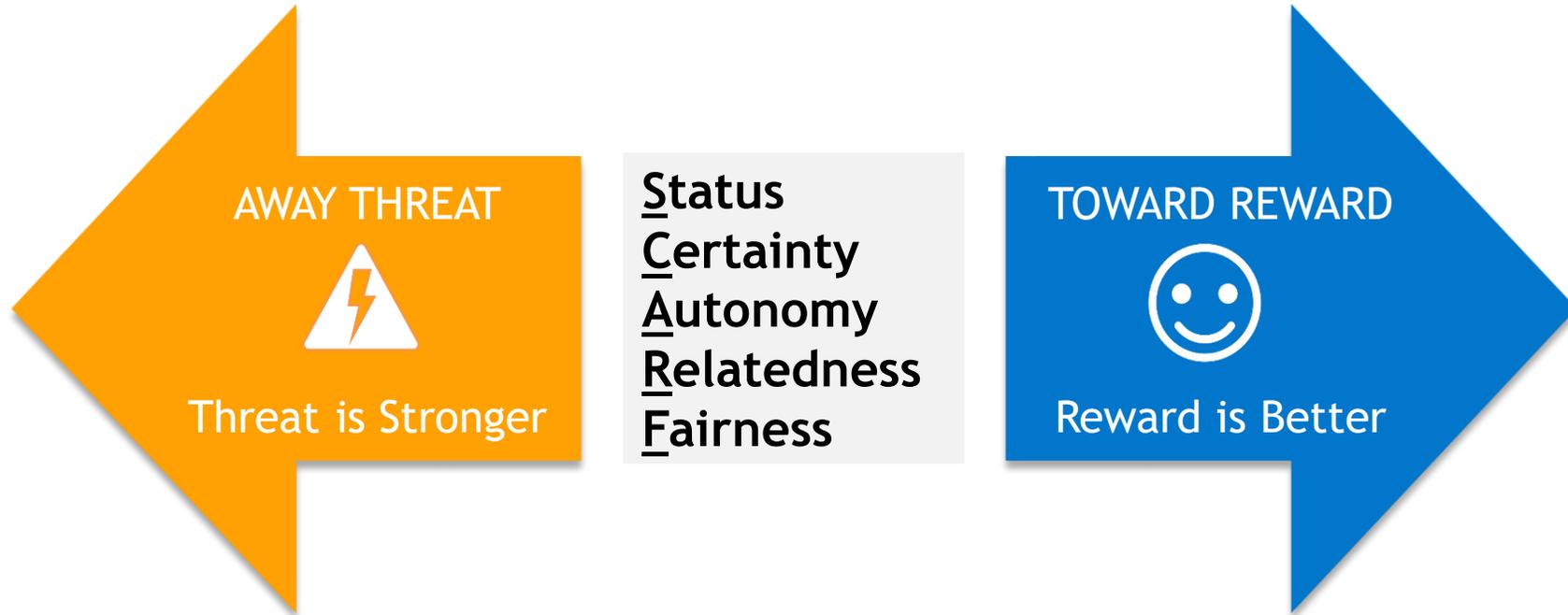
“They don’t care how much you know unless they know how much you care.”

-Pat Summitt

New Things Challenge Our Brains



The SCARF Model[®]



The SCARF Model[®]

S

- **STATUS** Relates to how we perceive our position in relation to others we have a relationship with such as our boss, peers, direct reports, friends and family. It can include job titles, public and private forms of recognition or criticism, salary and any other aspects associated with status.

C

- **CERTAINTY** Relates to how sure we feel about events/people/situations that affect us. The higher the level of uncertainty, the more likely a threat state will be created.

A

- **AUTONOMY** Relates to the level of control we have over the decisions that affect us. The more autonomous we feel, the more engaged, confident and satisfied we tend to be.

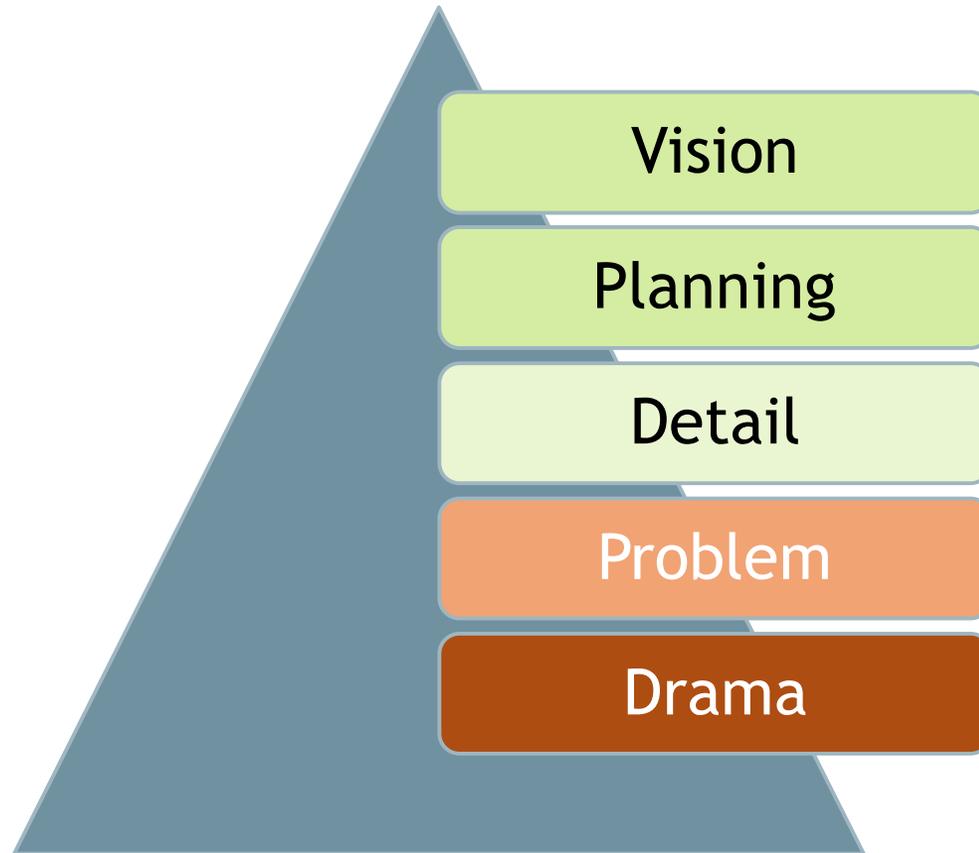
R

- **RELATEDNESS** Concerns the quality of our relationships with others/our sense of belonging. Generally speaking, people like to feel "part of the group".

F

- **FAIRNESS** Relates to our sense of justice and right and wrong. Our perception of whether we have been dealt with fairly can motivate and keep us engaged or it can move us towards a threat state where we are more likely to respond in a defensive way.

Choose Where to Focus



Good Questions Activate Growth Mindset

- ▶ What did you learn from this?
- ▶ What did you learn today?
- ▶ What mistake did you make today that taught you something?
- ▶ What did you try hard at today?
- ▶ What steps can you take to help you succeed?
- ▶ Do you know the outcome or goal you're after?
- ▶ What information can you gather? And from where?
- ▶ Where can you get constructive feedback?
- ▶ If you had a plan to be successful at [blank], what might it look like?
- ▶ Is your current learning strategy working? If not, how can you change it?
- ▶ What habits must you develop to continue the gains you've achieved?
- ▶ How can I help?



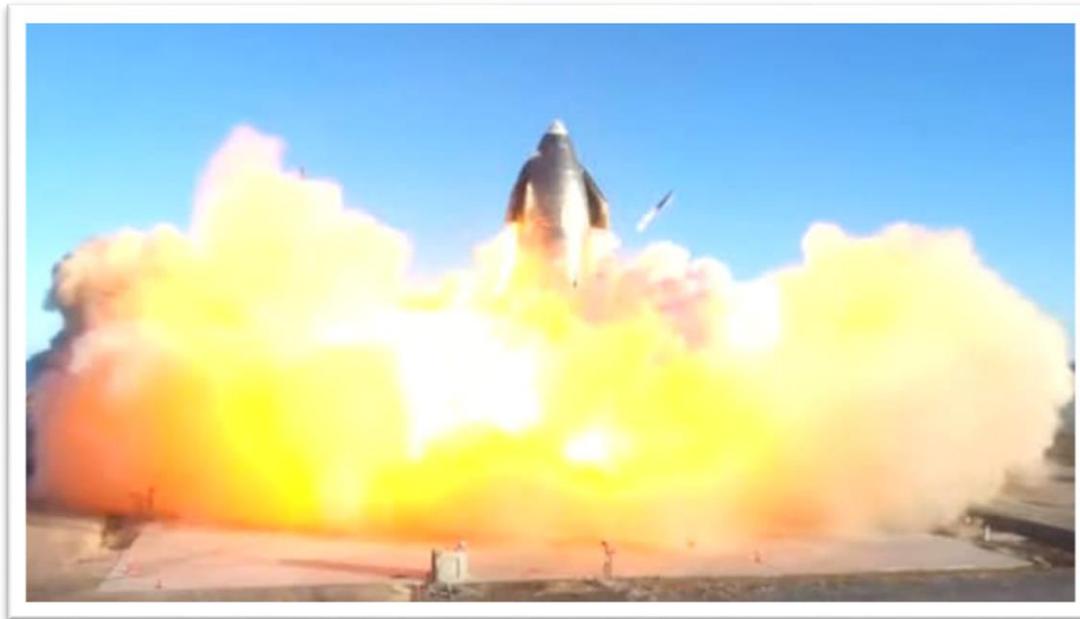
“Before you can coach others, first you must learn to coach yourself.”

-Johan Cruyff

The Power of “Yet”

Dec. 9, 2020 at 4:39 p.m. MST

Elon Musk’s Starship launches successfully but lands hard, explodes in what SpaceX calls **‘an awesome test’**



The Power of “Yet”

- ▶ I can't do this...yet
- ▶ I'm not good at this...yet
- ▶ I don't understand this...yet
- ▶ It doesn't work...yet
- ▶ This doesn't make sense...yet

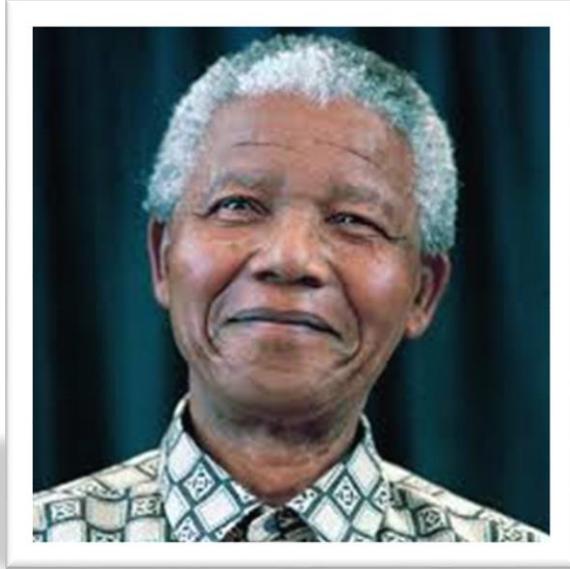
Coaching for a Growth Mindset

Coachee:

Identify a goal that you're currently having trouble accomplishing, or an area of your life where you might be frustrated or feeling stagnate, stuck, or overwhelmed.

Coach:

Using mostly questions, support the coachee in assessing their issue with a growth mindset. One that puts them in a state of possibility where they are able to consider steps they might take to improve their situation.



“I never lose. I either win or learn”

-Nelson Mandela