

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.

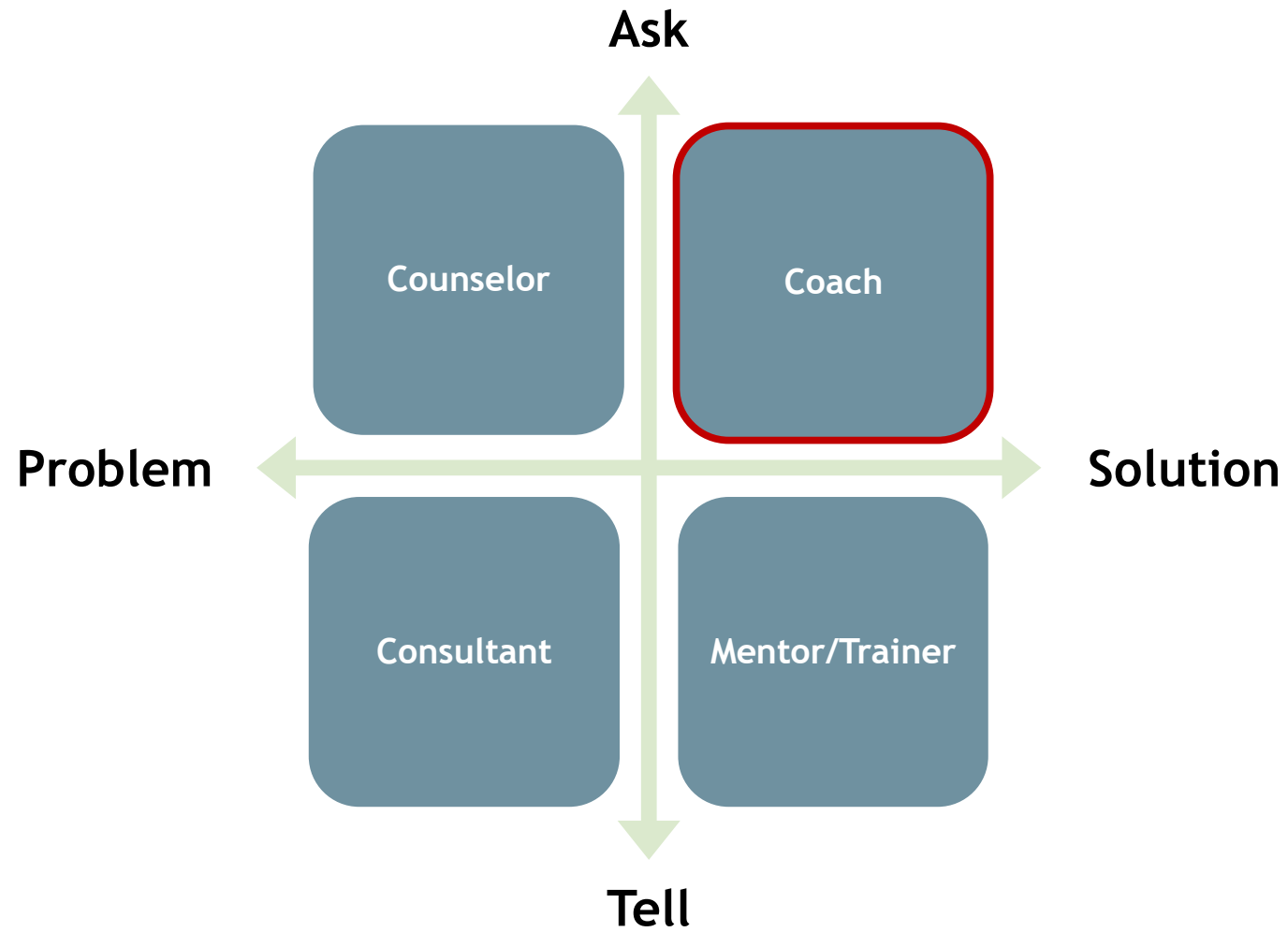
The Learning Journey

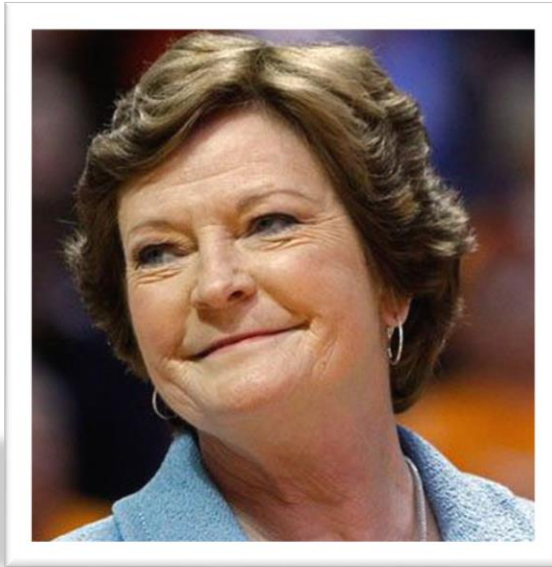


Working Definitions

- ▶ **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[®]

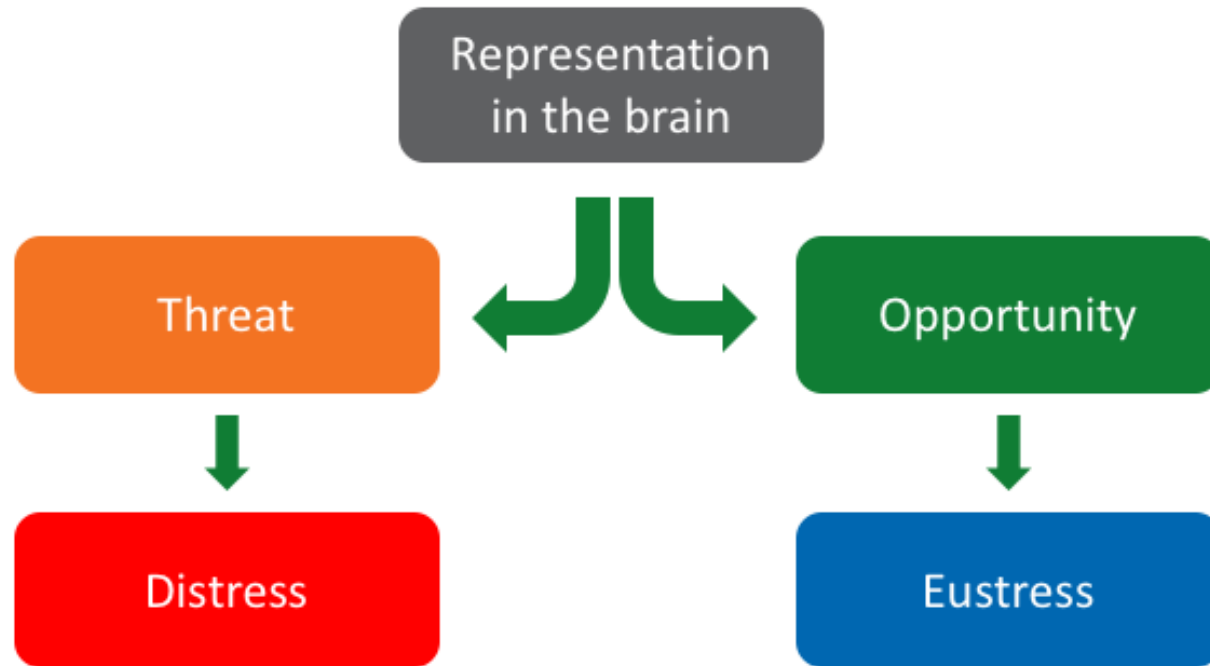




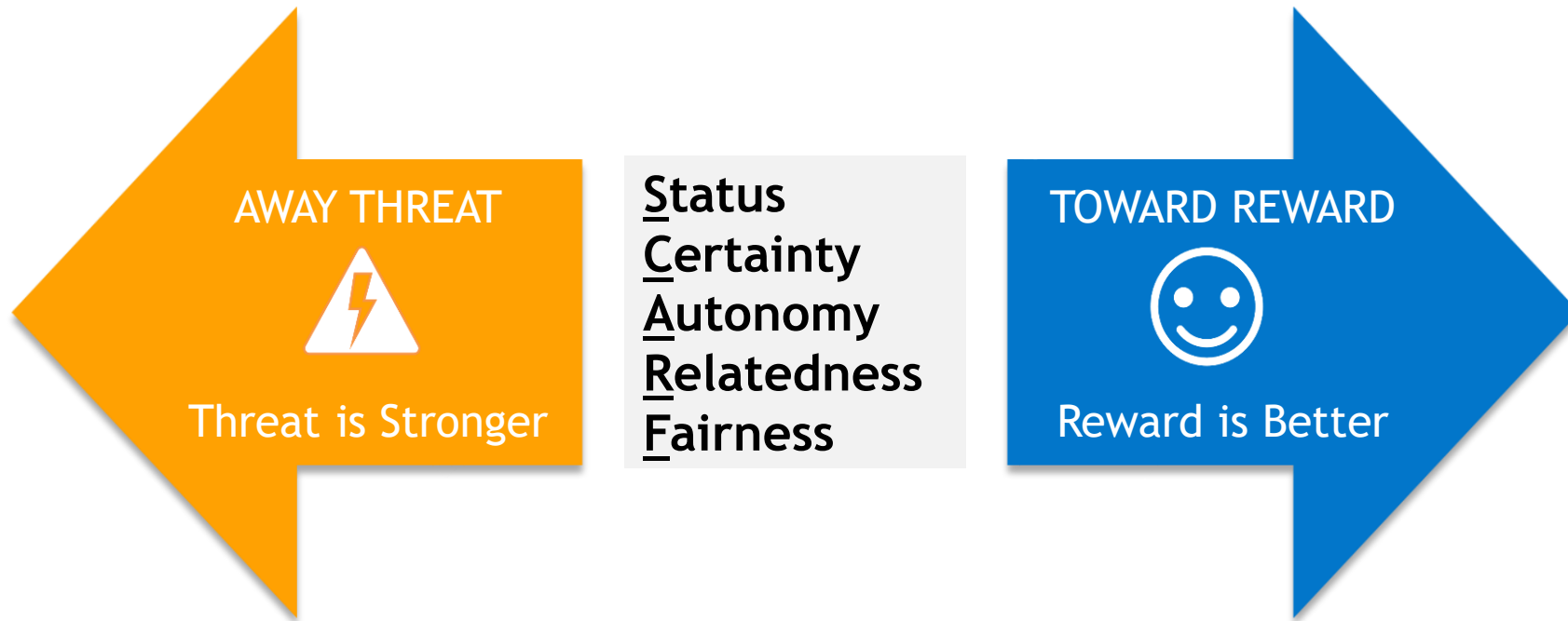
“They don’t care how much you know unless they know how much you care.”

-Pat Summitt

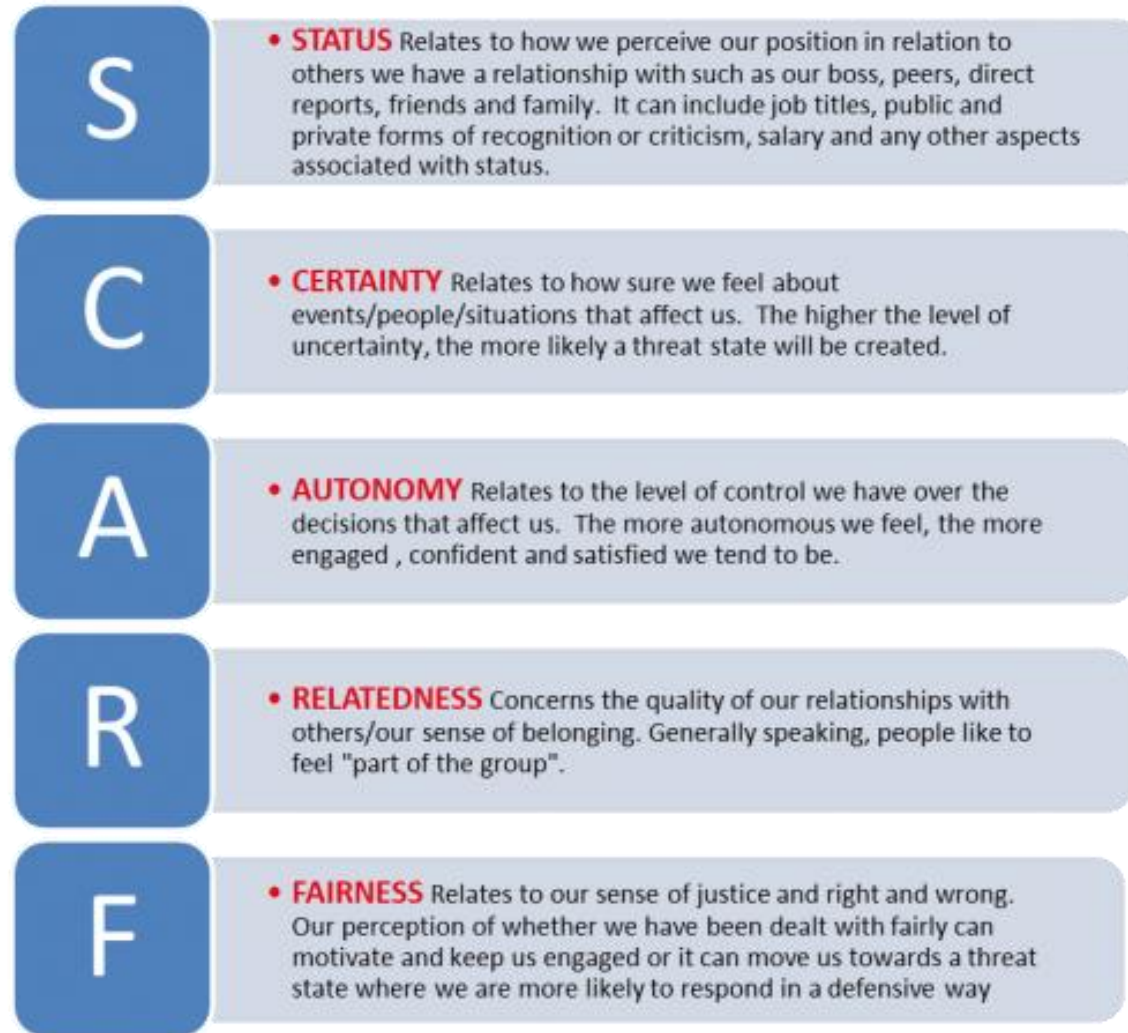
New Things Challenge Our Brains



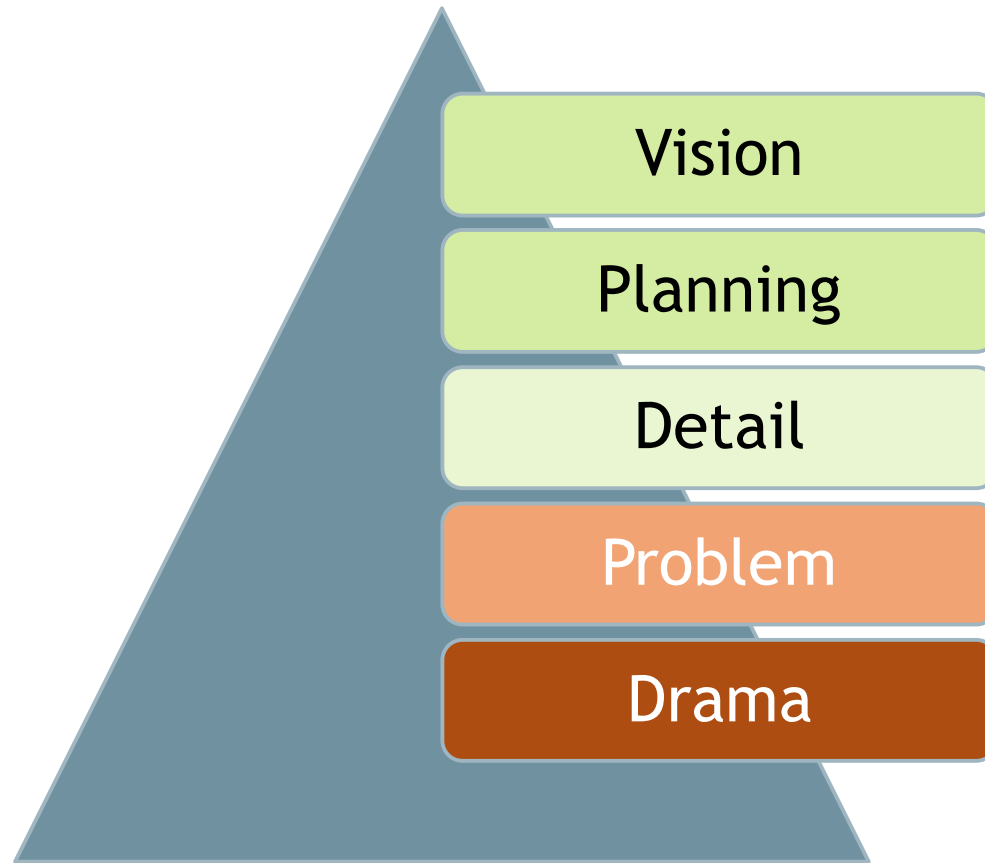
The SCARF Model[®]



The SCARF Model[®]



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?



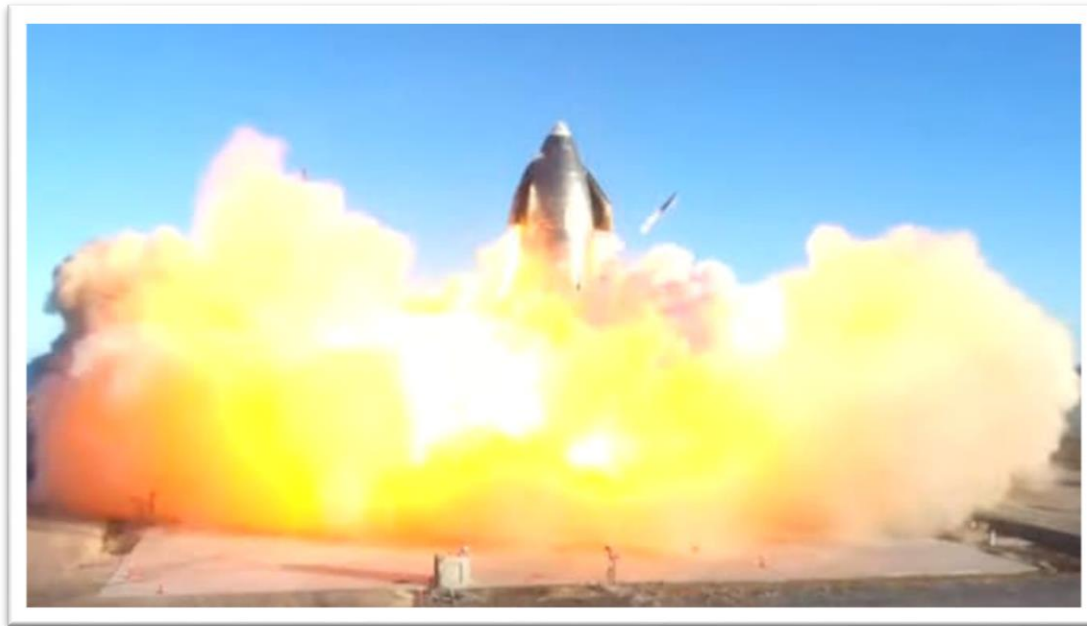
“Before you can coach others, first you must learn to coach yourself.”

-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

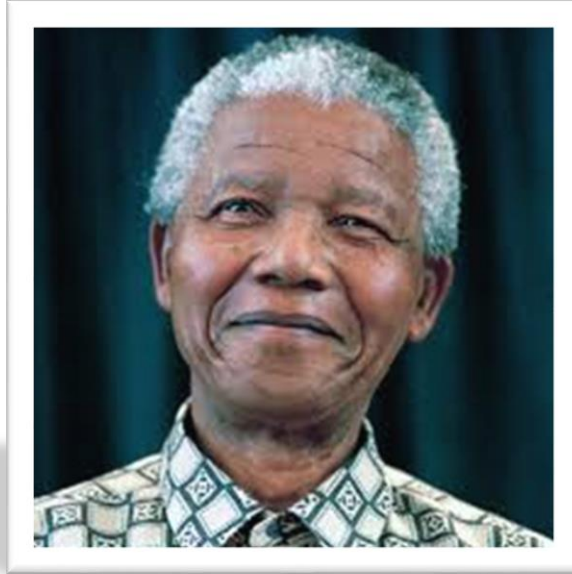
Coaching for a Growth Mindset

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