

Classes have started and a new academic year is underway. Before we get too far into the year, it's worth checking where your mindset is. This year, are you are excited for and looking forward to opportunities for growth and learning? Or are you filled with anxiety and dread, where it seems barriers are already preventing a smooth start? If your thoughts are generally more negative, you may be grappling with a fixed mindset. In this newsletter I share more information about the power of mindsets and how to cultivate a growth mindset for both you and the benefits they have on teams.

There's a lot of passion I have for this area but, if there's only one thing you take away from this newsletter, I hope it's this: **Don't settle or grow complacent.** There will undoubtedly be hurdles and challenges that pop up throughout this year. You can either choose to see them as nuisances you have to navigate, which converts to frustration when complacent, or as learning opportunities to grow stronger as a professional. This is particularly relevant when it comes to managing others as there is not a one-size-fits-all to supervision. The more you work with others and understand their background, the better you can effectively manage them and support them within their role. An employee who occasionally misses the mark isn't a detriment: it's an opportunity to help the employee better understand their role and for you to consider what actions you have taken that may have influenced the employee. We're all learning and growing to be the best we can be.

**See these moments as opportunities for growth.**

Until next month!

Let us know what you think about the newsletter and what you'd like to see in the future!

[Jesse Heath](#)

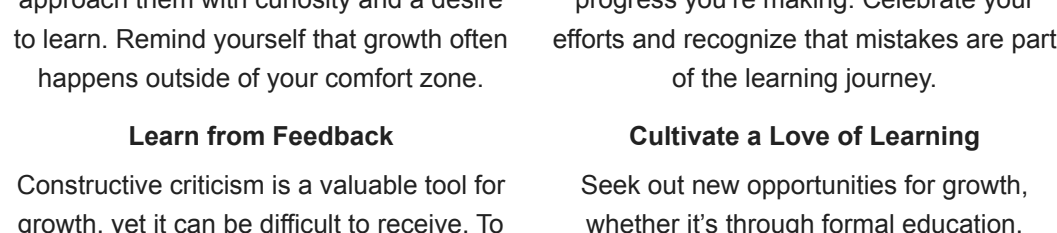
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## The Power of a Growth Mindset

**"The view you adopt for yourself profoundly affects the way you lead your life. It can determine whether you become the person you want to become."**

In today's fast-paced world, the concept of a growth mindset has emerged as a key factor in personal and professional success. Coined by psychologist Carol Dweck, the term **"growth mindset"** refers to the belief that abilities and intelligence can be developed through dedication, hard work, and learning. This mindset contrasts sharply with a fixed mindset, where individuals believe their talents and intelligence are static traits that cannot be changed. A growth mindset is more than just a buzzword; it's a powerful tool that can transform the way we approach challenges, setbacks, and opportunities. Whether in the workplace, in education, or in our personal lives, embracing a growth mindset can lead to greater resilience, continuous learning, and ultimately, higher achievement.



### Benefits of a Growth Mindset

**Enhanced Learning and Development:** A growth mindset fosters a love of learning and a desire to improve. People with this mindset are more likely to seek out new experiences, acquire new skills, and take on challenges that push them outside their comfort zones. This continuous learning not only enhances personal growth but also makes individuals more adaptable and versatile in their careers.

**Greater Resilience:** Resilience is a key trait in overcoming obstacles and setbacks. A growth mindset equips individuals with the resilience needed to persevere through difficulties. Instead of seeing failure as a reflection of their abilities, they view it as a valuable learning experience that can guide future efforts.

**Reinforcement:** Studies have shown that individuals with a growth mindset tend to achieve higher levels of performance. This is because they are more likely to engage in behaviors that lead to success, such as seeking feedback, persisting through challenges, and continuously refining their skills. In the workplace, this can translate into higher productivity, better problem-solving, and greater innovation.

**Stronger Collaboration and Teamwork:** A growth mindset also positively impacts teamwork and collaboration. Individuals who believe in their potential to grow are more likely to support their colleagues, share knowledge, and work towards collective success. This collaborative spirit can lead to more cohesive teams and a more positive work environment.



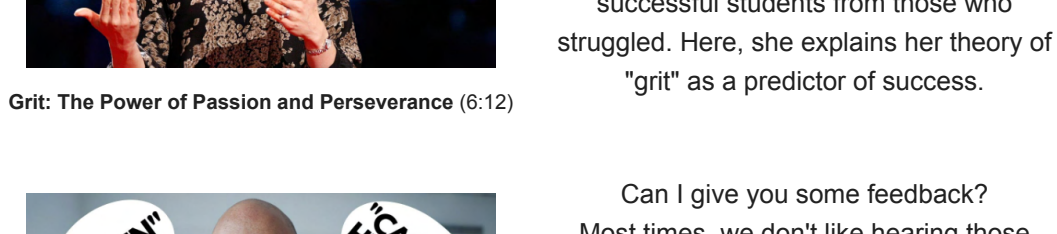
### Cultivating a Growth Mindset

**Embrace Challenges**  
One of the hallmarks of a growth mindset is a willingness to embrace challenges. Instead of shying away from difficult tasks, approach them with curiosity and a desire to learn. Remind yourself that growth often happens outside of your comfort zone.

**Learn from Feedback**  
Constructive criticism is a valuable tool for growth, yet it can be difficult to receive. To cultivate a growth mindset, view feedback as an opportunity to improve rather than as a personal attack. Reflect on the feedback and use it to guide your future actions.

**Value Effort Over Perfection**  
In a growth mindset, effort is seen as a pathway to mastery. Rather than striving for perfection, focus on the process and the progress you're making. Celebrate your efforts and recognize that mistakes are part of the learning journey.

**Cultivate a Love of Learning**  
Seek out new opportunities for growth, whether it's through formal education, on-the-job training, or self-directed learning. The more you learn, the more you'll realize that your potential is not fixed, but expandable.



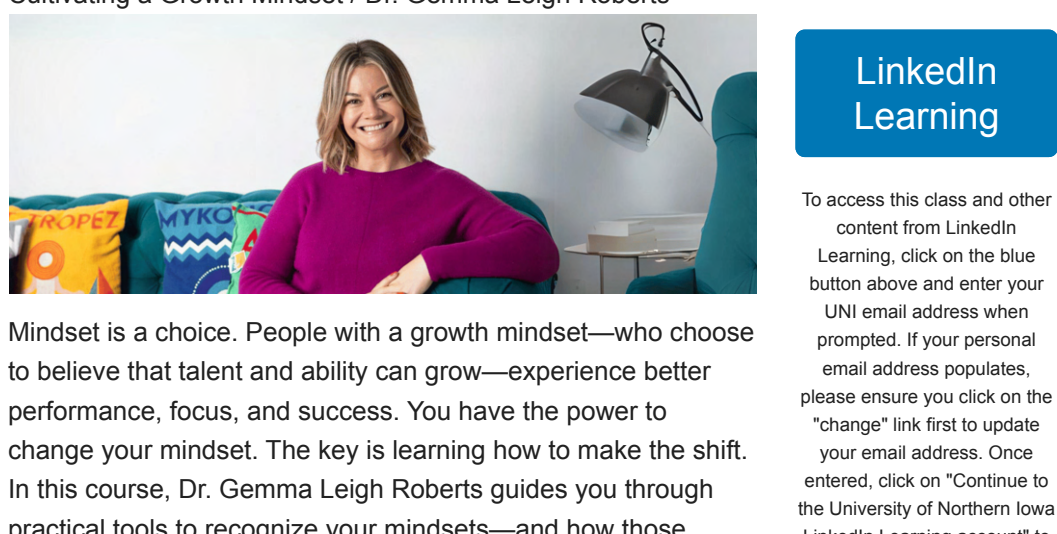
### The Impact of a Growth Mindset on an Organization

The concept of a growth mindset extends beyond individual development; it also plays a crucial role in shaping organizational culture. Teams that encourage a growth mindset among their staff often see higher levels of innovation, engagement, and performance.

When leaders model a growth mindset, they set the tone for the entire organization. By encouraging risk-taking, rewarding effort, and valuing learning over perfection, they create an environment where employees feel empowered to stretch their abilities.

Moreover, organizations that prioritize a growth mindset are better equipped to navigate change and uncertainty. The ability to adapt and evolve is critical. A growth mindset fosters the agility needed to stay competitive and thrive in the face of challenges.

Embracing a growth mindset can transform the way we approach our work, our relationships, and our personal development. By believing in the potential for growth and actively seeking opportunities to learn and improve, we can unlock our full potential and achieve greater success in all areas of life. Whether you're an individual looking to advance your career or an organization striving to foster a culture of innovation, adopting a growth mindset is a powerful strategy for long-term success. Remember, it's not about where you start, but how much you're willing to grow.



## Additional Resources for Mindsets

### Articles

[What is Mindset? \(And How To Become More Positive at Work\)](#) / *Indeed*

"If you approach each day with a positive mindset, you may more easily cope with the stresses of working in a hectic, professional environment. You may then be able to focus on performing your duties effectively, rather than worrying about unrelated problems."

[Developing the Mindset and Skillset to be a New Manager](#) / *SHRM*

"Promoting a star employee into management seems like it should be an easy transition. After all, the new manager is already well-acquainted with the company, culture, product, executives and team. However, climbing the ladder from a rank-and-file employee to manager is an adjustment that takes time, self-reflection, patience, mentoring and training. What makes the jump especially challenging is that it often requires both a new mindset and a new skill set."

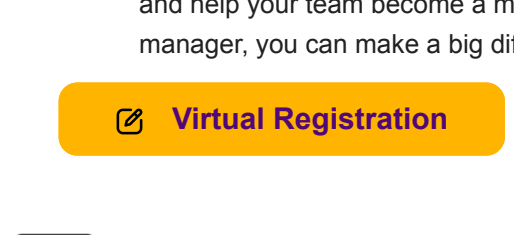
[Change Management Requires a Change Mindset](#) / *HBR*

"Embracing paradox is not easy. The ongoing tug-of-war between opposing demands can be exhausting and vexing. Yet in our research, we found that the more people adopted a paradox mindset, the more that they generate innovative solutions, the more satisfied and energized they are in their jobs, and the higher performance they achieve. Such both/and thinking is not only helpful to great leaders, but to enabling a more sustainable, creative world."

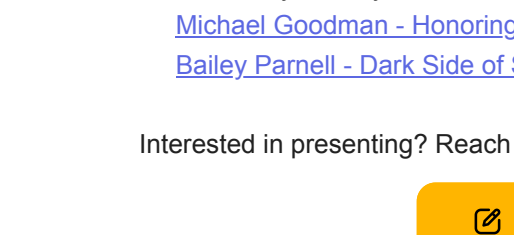
[Stretch Mindset: Why You Need It For Personal and Professional Growth](#) / *Forbes*

"Embracing stretch opportunities is not just about seizing moments—it's about adopting a lifestyle of continuous growth and exploration. By actively seeking challenges in our careers and personal lives, we expand our skill sets and networks while cultivating resilience, confidence, and a deeper understanding of ourselves."

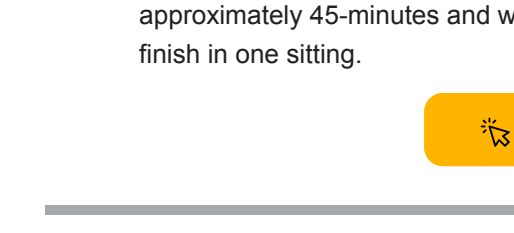
### Videos



**Grit: The Power of Passion and Perseverance (6:12)**



**The Key to Receiving Feedback with a Growth Mindset (9:51)**



**Impact of Mindset on Stress & Performance (9:31)**

### Read Recommendation

*Mindset: The New Psychology of Success*

by Carol Dweck

After decades of research, world-renowned Stanford University psychologist Carol S. Dweck, Ph.D., discovered a simple but groundbreaking idea: the power of mindset. In this brilliant book, she shows how success in school, work, sports, the arts, and almost every area of human endeavor can be dramatically influenced by how we think about our talents and abilities. People with a *fixed mindset*—those who believe that abilities are fixed—are less likely to flourish than those with a *growth mindset*—those who believe that abilities can be developed. *Mindset* reveals how great parents, teachers, managers, and athletes can put this idea to use to foster outstanding accomplishment.

**Notable Quotable:** "He didn't ask for mistake-free games. He didn't demand that his players never lose. He asked for full preparation and full effort from them. "Did I win? Did I lose? Those are the wrong questions. The correct question is: Did I make my best effort?" If so, he says, "You may be outscored but *you will never lose.*"

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