



**TALENT4**  
PERFORMANCE

# GROWTH MINDSET

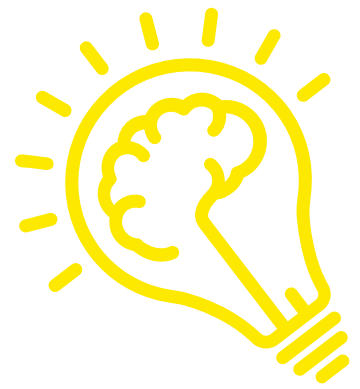
Course



HOW TO HAVE THE RIGHT MINDSETS, HABITS  
AND BEHAVIOURS TO SUCCEED

[WWW.TALENT4PERFORMANCE.CO.UK](http://WWW.TALENT4PERFORMANCE.CO.UK)

# Growth Mindset Course



Drawing upon research and writings by Dr Carol S Dweck, a Growth Mindset is based on the belief that you can develop your abilities and achieve high performance through practice, feedback from others, and learning from your mistakes. Individuals who believe their talents can be developed through their efforts, tend to achieve more than those with a fixed mindset (who give up easily, are defensive and fearful of failure).

Organisations of all shapes and sizes are becoming increasingly aware of the potential to improve leadership performance and nurture leadership potential, just by focusing on the development of a growth mindset.

Educators in particular have seen the importance of a growth mindset in schools and are set to produce a new generation of young people with high expectations of their employers as they join the workplace over the coming years. Forward-thinking businesses are also seeing the potential benefits of this simple but powerful approach.

T4P has developed a unique behavioural competency reflecting the key traits associated with a growth mindset. This gives people the ability to identify specific strengths and make new choices about how to overcome any blind spots that may be hindering success.

## REPORT FOR

Andrew Jones

## DATE OF COMPLETION

19/04/2021

## RELIABILITY - 99.2%

Answers were very likely accurate and truthful

## ORGANISATION

Talent4Performance Ltd

## VIEW INSTRUCTIONAL VIDEO

[public.harrisonassessments.com/16/index/Competency\\_en\\_US.html](https://public.harrisonassessments.com/16/index/Competency_en_US.html)

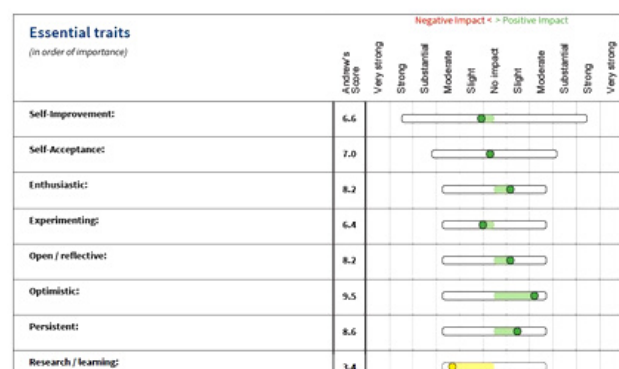


## Growth Mindset

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This report identifies the specific factors related to Growth Mindset and shows how the employee's score for each related factor impacts success for this behavioural competency.



# Exploring Tensions and Paradoxes

During the course, we explore several tensions that exist within a growth mindset and identify four key paradoxes that need to be balanced in order to be highly effective. At Talent4Performance we see a paradox as having two opposing or even contradictory behaviours that are in fact complementary, and when they come together are synergistic.

This means developing a 'Both/And' mindset rather than getting stressed by the typical dilemma of having to choose 'Either/Or'.



## Highly Interactive and Insightful

This full-day course is highly interactive. All participants need to complete a Harrison Work Preferences Questionnaire prior to attending. During the course, they will each receive their own Growth Mindset Behavioural Competency report and a workbook that provides deeper insights. The report specifies the essential and desirable traits for effective performance as well the traits that can undermine performance. The workbook exercises and course discussions highlight genuine strengths and potential blind spots.

Once they are equipped with these unique insights, participants can explore and discuss the mindsets, habits and behaviours they need to adjust in order to become even more effective. We can also explore how much-balanced versatility and behavioural flexibility there is in the group.

# Facilitating Brain and Behaviour Change

The course is based on the philosophy that awareness enables and motivates change. When the brain can label and categorise specific behaviours as separate from our personality, we are less attached to them and they become easier to change. This profound insight gives participants permission to let go of ineffective behaviours, and practise new and more effective ways of interacting with others.

## Growth Mindset Course Outcomes

Each member of the team will have:

Increased Awareness

So they can:

- Explain the principles of a Growth Mindset
- Explain how a Growth Mindset can improve performance
- Increase awareness of their strengths and potential blindspots

Development Priorities

So they can:

- Explain the key behaviours of a Growth Mindset
- Identify key individual development priorities
- Be motivated to improve and grow.

Coaching Exercises

So they can:

- Work on developing a Growth Mindset during and after the course
- Identify people who can support them in developing new behaviours.
- Learn and grow.

New Behaviours

So they can:

- Consider how old behaviours may have hindered performance
- Practise new behaviours that will improve performance
- Ask for specific feedback to improve and grow.

# T4P Academy

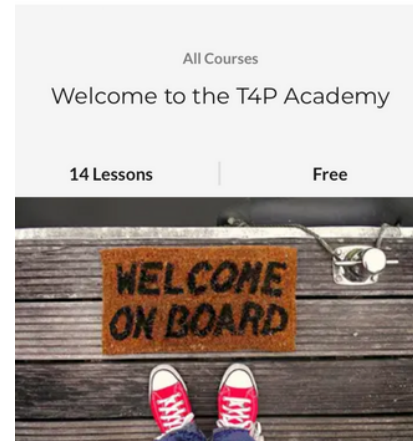
The course is delivered through the T4P Academy, our learning platform. This blended learning approach incorporates a variety of learning resources and activities, including self-service resources, live interactive modules and a downloadable workbook. This addresses different learning styles and supports hybrid working arrangements.

The live workshop can be delivered with a choice of delivery format:

- In person 1 full day
- Online 2 x 3.5 hours.

## My courses

[View more courses](#)



## Improved Performance

At Talent4Performance we value creating clarity, inspiring people and driving performance. We believe that improved performance is the acid test of any learning intervention, so we are committed to delivering a return on investment from our courses.

For more information on how we can help you develop a growth mindset within your organisation, to reduce staff turnover and improve collaboration and teamwork, please get in touch:

[CLICK HERE](#) to contact us.





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## WHAT OUR CLIENTS SAY

“

It was a great way to understand my behaviour and why I act a certain way in different situations. It has also given me a better understanding of how other people view situations and how I can adapt my management style.

**JIM WEST**  
Glenholme Healthcare

“

I've never known a course that produced so much positivity! I have heard lots of great things about the course and I'm delighted that people are actually using it for their development.

**LISA MAHON**  
Taylor & Francis

“

It was really useful to see how theory plays out in reality, and demonstrating that plans can actually work and have impact. So if we want to change we can, and our brains will change too - I think this is really interesting

**CEREDIG WILLIAMS**  
Society for Endocrinology Group

## ABOUT US

Talent4Performance is a fast-growing business with more than 50 years' experience of delivering performance improvement for business leaders across London and the UK. With a focus on creating clarity, inspiring people and driving performance, we use the latest thinking from the fields of applied neuroscience, psychology and behaviour analytics to deliver measurable performance improvement.

## CORE SERVICES



Organisational Development



Leadership Excellence



Management Foundations



Personal Effectiveness