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## A Growth Mindset Propels Business Success

### **What is growth mindset? How does it relate to leadership?**

Growth mindset is a concept promoted by Carol Dweck. It is the ability to stretch your thinking, capacities and talents, as well as a belief that everyone can improve, instead of repeating the same patterns. As a leader with a growth mindset, you need to be willing to unlearn what you know, look at things from a different angle and stretch your abilities or mindset, and allow your team to do the same.

### **How do you encourage a growth mindset?**

As a leader focusing on a growth mindset, I look for the talents that team members can bring to the table and provide the opportunity for those voices to be heard. Leaders need to work harder to hear the voices of the introverts or less represented groups within an organization. In addition, I encourage my team to be their authentic selves and bring their humanity to work. I also strive to inspire my team to educate themselves by reading, relearning, and unlearning. Sometimes it's reading books, attending leadership training or listening to podcasts or TED talks.

### **What's the benefit of encouraging a growth mindset?**

A growth mindset goes hand in hand with having a diverse and inclusive team because everyone can bring a different way of thinking to a solution. All kinds of ideas from different voices, groups, and generations came out of the pandemic on how to resolve problems, address challenges, and take our organization to the next level. A growth mindset helps us see opportunities to grow, learn new skills or ways of doing things, which helps business. Today's solutions are not tomorrow's solutions.