



GROW

The Neuroscience of Growth Mindset

How thousands of employees in government agencies across the globe are learning to practice growth mindset and drive performance.

Impact

87%

of participants
practice growth
mindset habits weekly

Scale

633

participants

Speed

4

weeks

The challenge

Public service organizations have long struggled with how to grow skills and drive innovation—especially as a large wave of new retirees siphons decades of institutional knowledge and talent. Agile organizations invest in new talent with new skills that will help the organization react productively to emerging challenges.

In this era of rapid change, it's vital that government leaders ensure their teams embrace new challenges and directives, particularly with a "growth mindset."

Growth mindset is the belief that skills can be improved through effort. It stands opposite a fixed mindset, which views abilities as innate. Managers who help their employees build a growth mindset can instill in them greater resilience, determination, and an eye toward improvement—not just for their own success but for the entire agency.

Adapting to the ever-changing nature of work demands a growth mindset. Long-lasting performance and adaptability depends on it.



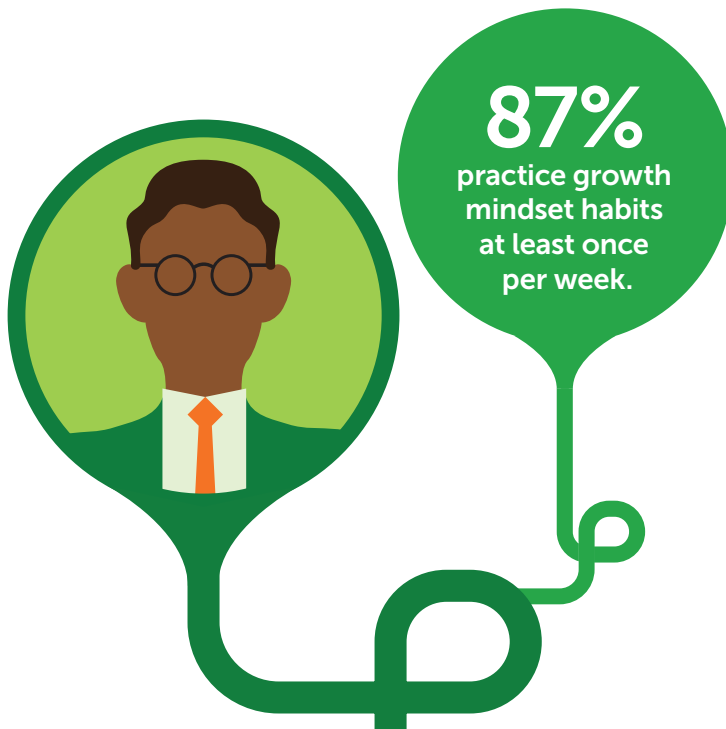
GROW: The Neuroscience of Growth Mindset

Employees using growth mindset are:



The science

- People tend to use a "fixed" or "growth" mindset when thinking about their skills.
- Growth mindset has been found to cultivate successful outcomes far more than fixed mindset.
- Creating a shared language around growth mindset helps teams instill effective habits.



The solution

NLI's solution is GROW: The Neuroscience of Growth Mindset, designed to help public sector leaders develop a new language around growth, so that they can help employees constantly improve and execute.

Whether it's 30 people attending an in-person workshop or 30,000 in a virtual setting, GROW helps people move from a place of being stuck to one of seizing opportunities — all through three essential habits.

Simply put, GROW helps people stop proving themselves, and start improving themselves.

Three essential habits

Embrace a growth mindset

Always improve

Inspire others

The result

NLI's research has found that, on average, 87% of participants who complete GROW begin practicing growth mindset habits at work at least once per week. Of these participants, about 35% practice these habits on a daily basis. These habits include actively shifting from a fixed mindset to a growth mindset and sharing learning experiences with team members.

Further, when agencies roll out GROW to their leaders and employees, 71% of participants are Very or Extremely Confident that they can execute the behaviors in GROW, and 69% of participants believe it would be Very or Extremely Easy to shift from a fixed mindset to a growth mindset.

To learn more, email govsolutions@neuroleadership.com