



WORKFORCE DEVELOPMENT: PROMOTING A GROWTH MINDSET!

Jutta Dotterweich
BWIAH Provider Days
May 9, 2017

Carol Dweck

Mindset



https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve

Top Reasons for Staying on the Job

1. Career growth
2. Exciting/challenging work
3. Making a difference
4. Great people
5. Being part of a team
6. Good boss
7. Recognition for work well done
8. Fun on the job
9. Autonomy
10. Flexibility
11. Fair play and benefits
12. Inspiring leadership
13. Pride in the organization
14. Great work environment
15. Location
16. Job security
17. Family-friendly employer
18. Cutting-edge technology

Culture of Development Mindset vs. Culture of Genius Mindset

Employees have higher levels of ...	trust
	commitment
	loyalty
Employees have lower levels of ...	unethical behavior
Supervisors view them as more...	innovative
	collaborative
	committed to learning
and having more...	managerial potential

Principles of Motivating Employees

- Know your staff
- Ask what they value and what motivates them
- Give feedback
- Partner with staff in achieving their goals
- Keep employees informed and involved
- Use rewards that have mutual benefits

Resources

Mindset (Carol Dweck)

www.mindsetonline.com

Mindset Works

<https://www.mindsetworks.com/science/>

Why fostering a growth mindset in organizations matters

http://knowledge.senndelaney.com/docs/thought_papers/pdf/sanford_agilitystudy_hart.pdf