

Developing a Growth Mindset

The Shift that Changes Everything!



— NATIONAL ASSOCIATION OF —
WORKFORCE DEVELOPMENT PROFESSIONALS
— CONNECT, ADVANCE, INNOVATE —

But First, Let Me Introduce Myself...





**Connect,
Advance,
Innovate**





Innovate

CONNECTION + PROFESSIONAL DEVELOPMENT = INNOVATIVE PRACTICES

Growth Mindset



Belief that abilities,
knowledge, and
talents can be
developed through
**EFFORT, LEARNING,
PERSISTENCE**



Action Words!



EFFORT

An Attempt to do something



LEARNING

Knowledge acquired through experience, study, or being taught



PERSISTENCE

Continuing to do something despite difficulty, challenge or opposition

Fixed Mindset Vs. Growth Mindset

Fixed Mindset Says	Growth Mindset Says
"I am not good at this"	"Who is doing this well that I can learn from?"
"I can't make this any better"	"Is there any area for me to improve"
"I made a mistake"	"Mistakes can help me learn"
"My work was criticized"	"Constructive criticism helps me be better!"
"I give up"	"I will try another way"
"This is good enough"	"Is this my BEST?"

Ways to Develop a Growth Mindset...



GROWTH MINDSET

MISTAKES
HELP ME LEARN

I IMPROVE
WITH PRACTICE

FEEDBACK
IS VALUABLE

IS THIS MY BEST
WORK?

I WON'T
GIVE UP



FIXED MINDSET

I KNOW
BEST

I'LL NEVER BE
THAT SMART

I WANT TO
AVOID MAKING
MISTAKES

THIS IS GOOD
ENOUGH

I GIVE UP



Examples

- Advocacy
- Professional Development
- Networking
- What We are Doing Well
- Outreach
- Braided Funding
- Artificial Intelligence



Advocacy

- Our elected officials are not concerned with what we are doing at the local level.
- Our elected officials need to know what we are doing at our local level. I am going to start by reaching out to our local and state elected officials and inviting them on a tour of our organization.



Professional Development

- “This is how we have always done it”.
- “Our industry is constantly changing, and I need to stay on top of industry trends. Professional development will ensure that I am serving customers, businesses and communities with the latest strategies”.



Funding Opportunities

- “We don’t need to do any more outreach activities because we do not have funds to serve any more people”
- “Our services are important and serve the community, customers and businesses. We can seek out additional funding from other sources who share a common goal as ours”



With A Growth Mindset...

- What areas do you want to GROW?
- What problems can you SOLVE?



EFFORT

An Attempt to do something



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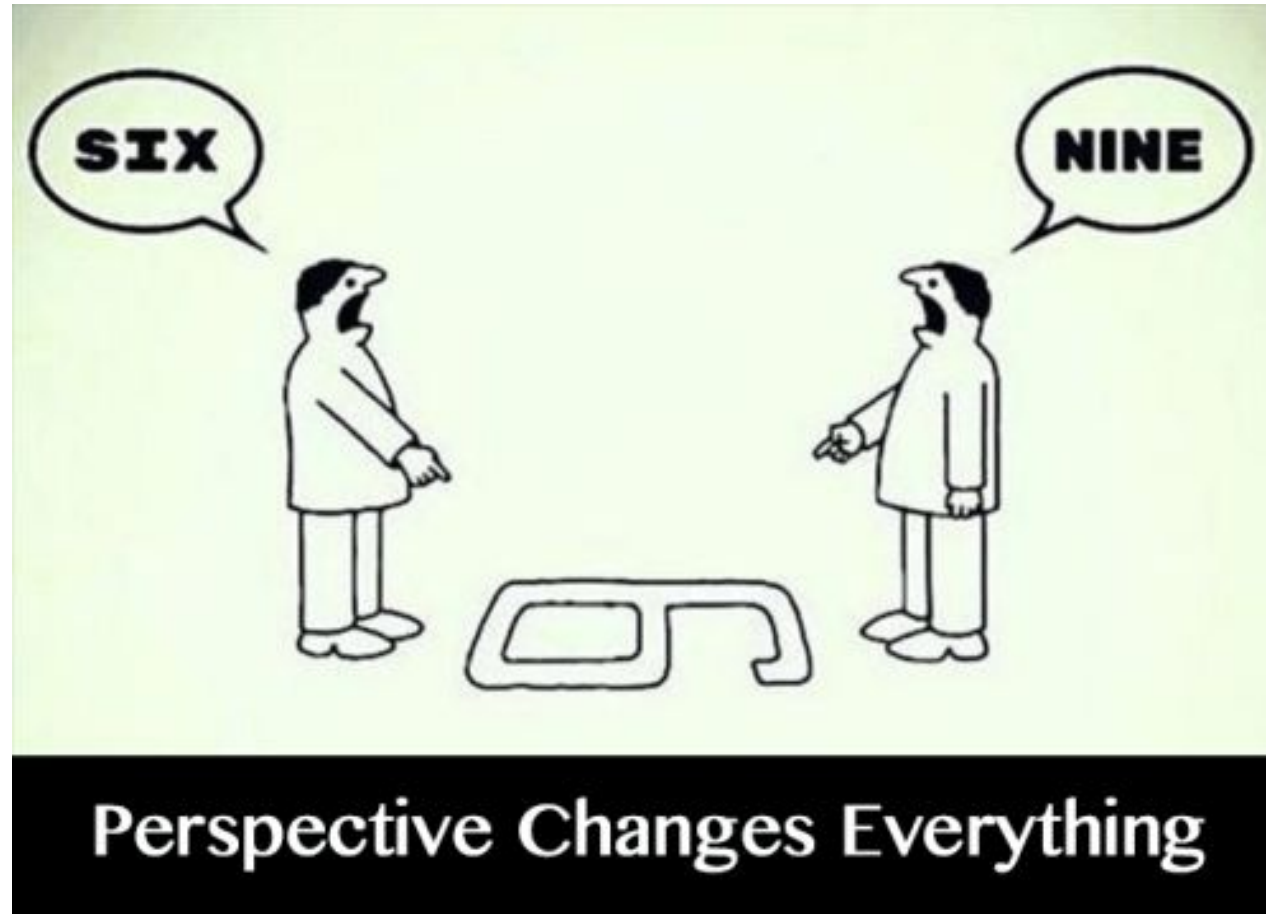
A picture is
worth a
thousand
words



Don't Let Grass Grow Under Your Feet...



“Plan A didn’t work”



“I can use the what I learned from Plan A to develop a better strategy”

Practice Patience



Stretch Yourself...Build Capacity...



Don't Compare Your Journey...



What's Happening on the Arrow?



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KEYNOTE SPEAKER

KIM MEADOWS
NAWDP Director of Training

**Developing a Growth Mindset:
The Shift that Changes Everything!**



Rising Tides



Start Right Here, Today, Right Now...



Network

Peers, Colleagues, Presenters
Learn what others are doing
well!



Set Conference Goals

Set yourself a goal to learn at
least one thing each session
How can this help you GROW



Implement



HAVE A GROWTH MINDSET! CHALLENGE YOURSELF TO SUCCEED.

I will **DO MY BEST WORK**

I can **PUT IN MORE EFFORT**

I can **LEARN FROM MY MISTAKES**

I can **ACHIEVE MY GOALS**

I can **OVERCOME CHALLENGES**

I can **FIND CREATIVE SOLUTIONS**

I can **IMPROVE WITH PRACTICE**

I can **LEARN NEW THINGS**

I can **TRAIN MY BRAIN**

I WELCOME CONSTRUCTIVE FEEDBACK

I BELIEVE I CAN DO IT!

Thank You and Enjoy the Conference!

