

# How to develop a growth mindset



# Developing a growth mindset can be a powerful tool in overcoming obstacles and achieving success



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The first step towards developing a growth mindset is understanding that failure is a natural part of the learning process. Instead of becoming discouraged by setbacks, people with a growth mindset view failures as opportunities for growth and improvement. By reframing failures in this way, you can become more resilient and better-equipped to face challenges in the future. Failure fosters humility, which is important not only for growth but for self-development as well.

## Coping with Failure

Failure is an unavoidable part of working life, but it also provides you with an opportunity to reflect and come back stronger with solutions to a problem. Typically we tend to try and avoid failure, but by embracing it, we can then re-strategise and appreciate the success that inevitably comes as a result. The theory behind growth mindset originates from research taken by Diener and Dweck of Stanford University, who say that success comes from having the right mental fortitude and mindset rather than intelligence, talent or education.

## Switch from a 'Fixed' Mindset

Those with a fixed mindset are more likely to believe that they are born with traits, beliefs, and qualities that are 'fixed', and that training or adaptability won't impact what they already know. Those with a fixed mindset often struggle with change and coming to terms with having to adapt their viewpoints. For an organisation, a person with a fixed mindset can spell disaster, due to not being able to hear other perspectives and not being able to receive constructive criticism. The result of this is that it can hamper the business's ability to grow and adjust to new practices.

Another important aspect of developing a growth mindset is finding a mentor or role model. A mentor can offer guidance and support, as well as provide valuable insight into the experiences and challenges they have faced throughout their career. This can be especially helpful for individuals who are just starting out in their careers or who are looking to make a career change.

## Practice Reflection

Practicing active reflection is also an important component of developing a growth mindset. Using ERA (Experience, Reflection, Action), a model of reflection, by which is started with an experience, regardless of whether it was positive or negative, and then taking a moment to reflect on that experience to see what can be learned from it. This gives you the ability to examine your emotions, to take a step back and process what happened, before deciding on what you need to do as a result.

By reflecting on both successes and failures, you can identify what's working, as well as those areas where you need improvement. You can then set about making changes to your approach moving forward.

One useful tool for goal-setting and personal growth is the use of SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) goals. [Here's a link](#) that will help guide you in setting attainable objectives. By setting goals that are specific and measurable, you can better track your progress and hold yourself accountable. Additionally, setting goals that are achievable and relevant to your own personal or professional aspirations gives achievable, easily attainable goals to measure and strive towards. By making yourself responsible for your actions, you are responsible for your consequences.

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