**Growth Mindset Challenge**

***Read the following article:*** <https://www.psychologytoday.com/us/blog/click-here-happiness/201904/15-ways-build-growth-mindset>

The author, Tchiki Davis, gives the definition of Growth Mindset and examines its ability to contribute to a more meaningful life. She discusses these key differences between Fixed and Growth Mindset:

1. Effort
2. Challenge
3. Mistakes & Feedback

Davis gives us this encouragement:

Changing one’s mindset from a “fixed” perspective to a “growth mindset”  
 may seem daunting, but by taking baby steps,   
anyone who wants to can build a “growth mindset.”

In the rest of the article, she lists ***15 ways you can build a Growth Mindset***—this is where we find our challenge. Keep in mind that part of Growth Mindset is the fact that we *always* have room for growth, so even if you feel pretty good about where you are, by applying Growth Mindset, you still can improve your mindset and add meaning to your life.

**THE CHALLENGE:** Please read [15 Ways to Build a Growth Mindset](https://www.psychologytoday.com/us/blog/click-here-happiness/201904/15-ways-build-growth-mindset), and from the 15 ways mentioned, select ONE that you think will help you to build your Growth Mindset in the next 90 days. Because you have been given time in your day to read this helpful article, I will not list the 15 ways in this document. Even though you can only choose one, please read through *all* of the ways so you can discuss Growth Mindset and this challenge with others in your hiring class or on your team.

To complete this assignment, you must:

1. Upload the following to the Text reply box in TalentLMS:
   1. *ONE WAY:* Your selection of ONE of the 15 ways mentioned by the author (don’t get creative and invent new ways, please select from among the ways listed in the article).
   2. Explain, in a sentence or two, why you chose this particular way to build your Growth Mindset.
   3. *PLAN*: Change can be hard. Describe what you plan to do to set yourself on a different course, like: journaling, envisioning change daily, creating a new habit to reinforce/support change, or if you are planning to replace a thought, word, or action—what will the new though, word, action be?   
        
      Here is an example:   
      *I plan to* ***pay attention to my words****:  
      I realize that often, I apologize throughout the day when I have done nothing wrong. I say, “I’m sorry, can we meet to discuss xyz?” In getting on an elevator or walking around someone who is in my way, I say, “I’m sorry” instead of “May I please pass here” or “Excuse me.” Going forward, I plan to erase “I’m sorry” from my text messages, emails, and Slack messages unless I have something to apologize for.*
2. Share (a) your ONE way and (b) your plan with your New Hire Coach at the end of the week.
3. Be ready and willing to discuss this challenge with others in your hiring class or on your team! Sharing commitments like this with others helps us to follow through and having support from your peers is also important for growth!