

Building a Mindset for Growth and Care

An invitation to support research in Social Care
and to receive powerful personal development in
return

Research completed in partnership with Joshua
Cook

(University of West of England, MSc student)

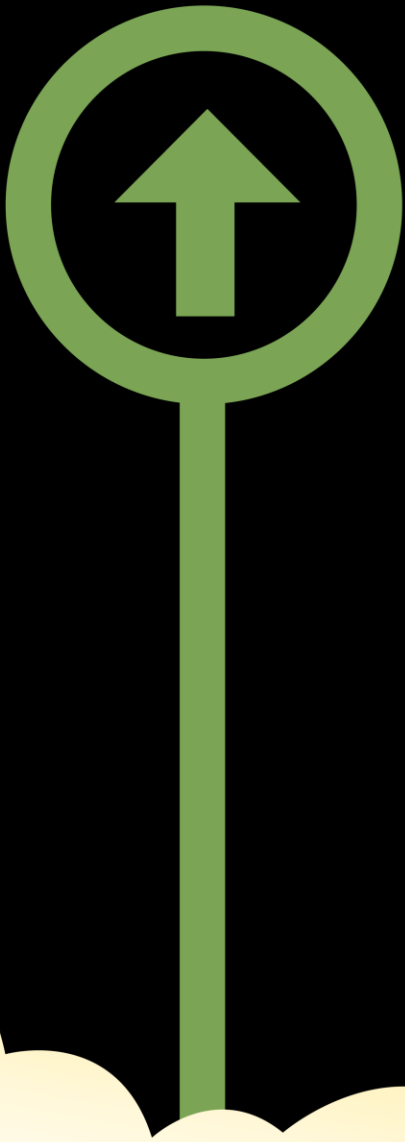


Our mission:

Enabling sustained performance, wellbeing and collaboration from a mindset of **Growth** – enabling people in Social Care to show up as their **best self** more often

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Research objective:

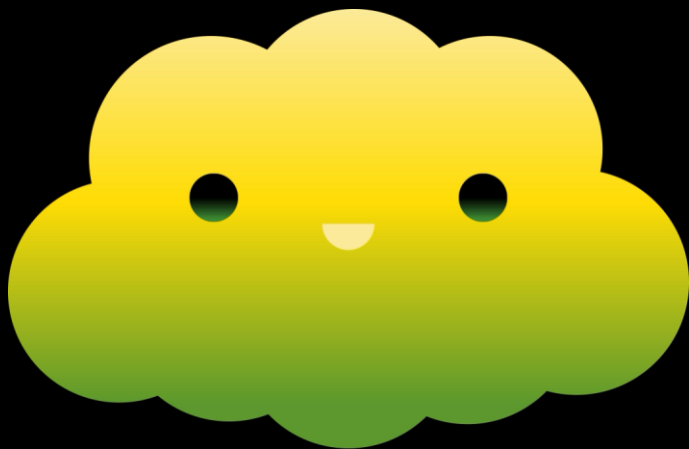
- What does **Growth** and **Survival** look like in Social Care?
- What is the impact?

Method – the help we need:

- 12 people to participate in a confidential interview of up to 1 hour to explore examples of Growth & Survival in Social Care
- Up to 120 people to complete a 12 minute confidential, psychometric questionnaire



What's in it for you?

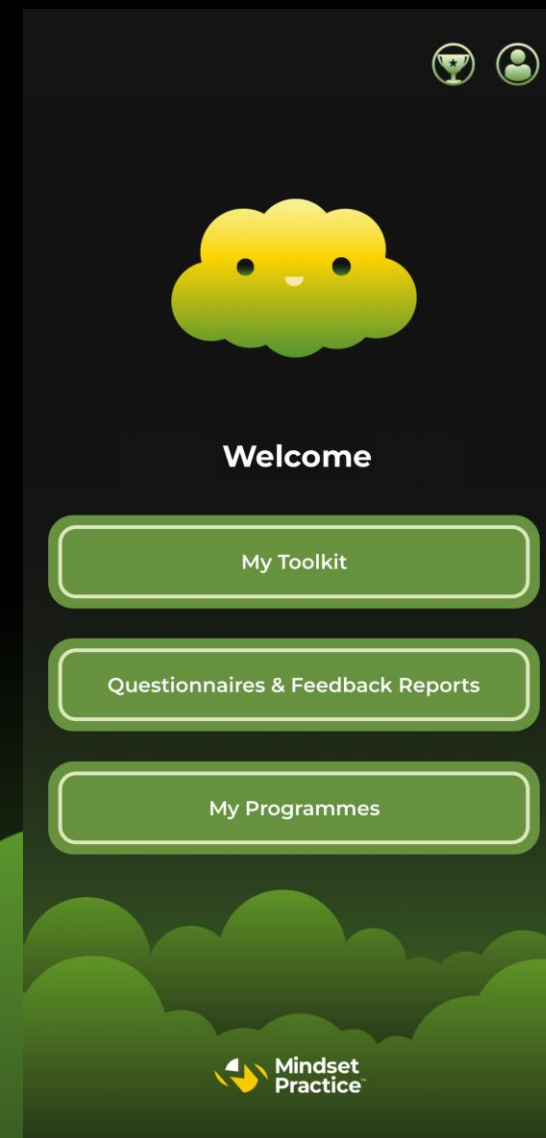


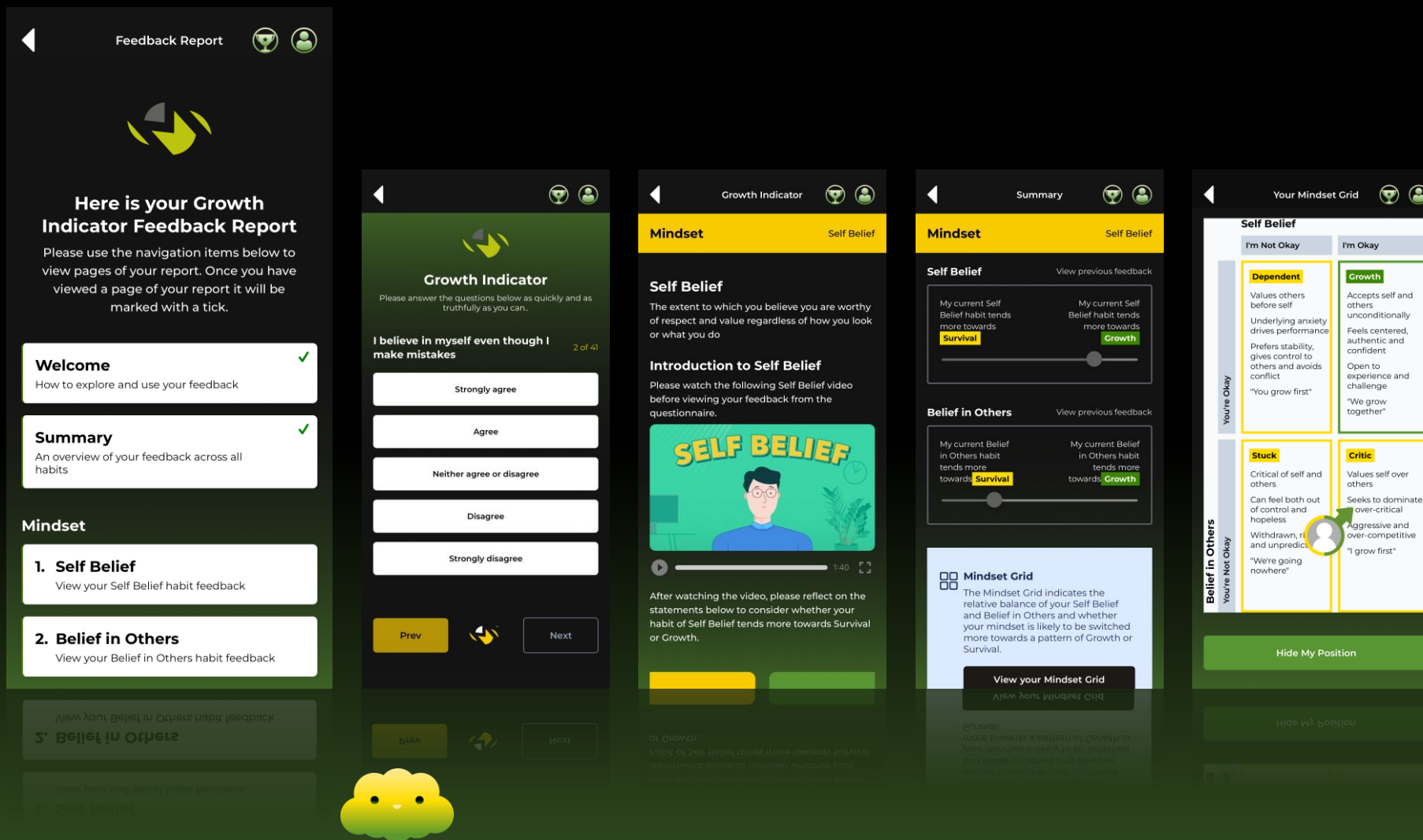
1 year **FREE** access to Mindset for Growth and Care

With the challenge of our roles and the pace of our work, everyone has days when we are able to be our best selves, and other days when we feel anything but our best. On difficult days our defensive habits can get in the way.

Mindset for Growth and Care is a development programme which will help you to:

- Be your best self more often at work
- Build your confidence and compassion to yourself & with others
- Go home knowing you have done your best, and have something more to give when you get home





**Your own confidential, personalised feedback
from the Growth Indicator psychometric**



Introduction

Welcome to your Mindset for Growth and Care Programme

Survival	Be Curious Be Present Be Choiceful	Growth
Defensive Judgemental and critical Ignores or unaware of own motives Overwhelmed and reactive Emotionally detached Guarded and hidden Blames and feels disempowered Avoids conflict Stays in own comfort zone		Compassionate to self and others Curious and adaptable Questions own aims and intentions Present and mindful Accepts and explores feelings and emotions Shares what is true for them Offers solutions Assertive and proactive Stretches own comfort zone and acts on what is true for them

Survival fuels survival **Growth now will sustain later**

How you show up matters. The challenge of our roles, the pace of work and our own lack of compassion to ourselves and others at times can often block our ability to be our best selves.

This journey will help you show up and perform from a mindset of Growth more often.

Your Mindset for Growth and Performance

Your experience of Growth & Survival in your workplace
Module 1 - The Mindset Practice Framework for Growth

How we show up in the workplace leads to the creation of either a **Growth** or **Survival** climate. Here are some examples of what **Growth** and **Survival** looks like in the workplace.

Survival Climate	Growth Climate
Survival focused Disengaged and disempowered Resistant and undermining Territorial and defensive Blame and punishment Mis-trustful and cynical Micro-management Reactive and risk averse Disconnected Covers up mistakes Harsh and hypercritical Insecurity and rudeness Low level of psychological safety	Growth focused Engaged and committed Adaptable and proactive Collaboration and support Solutions and learning Trust and optimism Inclusion and diversity Empowerment Considered and creative Connected Open and honest Compassionate Credible boundaries High level of psychological safety

There is a growing body of research that illustrates the impact of a climate of Growth or Survival in the workplace. Professor Amy Edmondson states that:

Psychological safety is a belief that one will not be punished or humiliated for speaking up with

Growth Performance Gauge
Resilience & Recharge

* Tap any of the sector above for the following

Anxious

1 of 65

Growth Performance Gauge
Resilience & Recharge

7 Day Reflection

After looking at the Growth Performance Gauge please reflect on the previous 7 days. What percentage of your time do you feel you spent in each of the 4 sectors? Please use the 4 sliders below to give an indication of how much time (as a percentage) you spent in each sector.

Survival Sector

Active Sector

Burnout Sector

Recharge Sector

Understanding the difference between Survival and Growth
Module 1 - The Mindset Practice Framework for Growth

1 of 25

I focus on getting the task done at the expense of others

Survival

2 of 25

I ignore how others are feeling

Survival

3 of 25

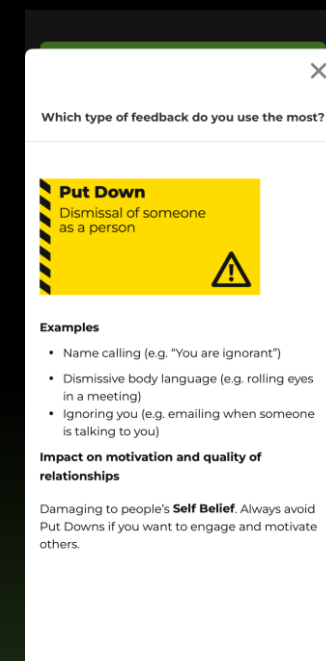
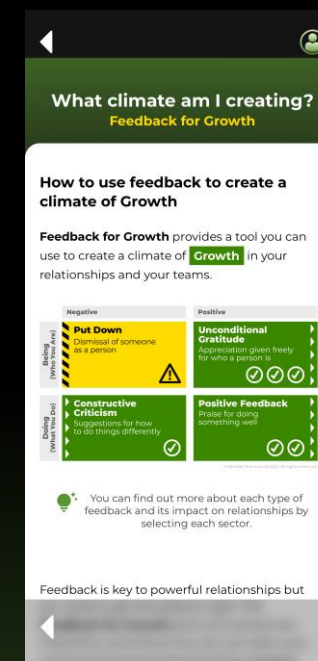
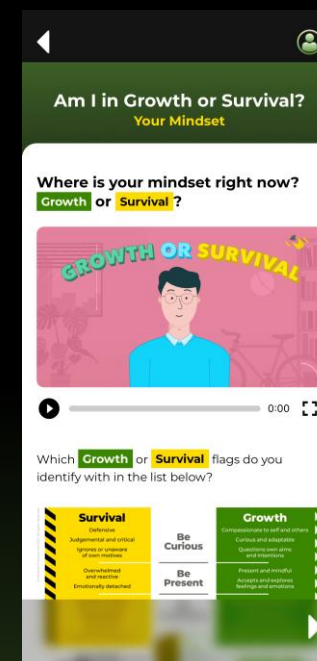
Multiple Choice Question
Growth and Survival

1 of 1

At any time, what percentage of people in the UK population do you think are in a mindset of Survival at work?

10% 33% 66% 80%

An award-winning development programme you can complete in your own time to help you be your **best** you



A Toolkit to support you at work & home

Interested in supporting our research?

Please contact:

Joshua Cook

MSc Occupational Psychology
Research Student

joshua4.cook@live.uwe.ac.uk

mindsetpractice.com



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Practice**