



BRAIN HACKS FOR LIFE

GROWTH MINDSET – PART 2

Per research reported by Carol Dweck, it's not just innate talent and abilities that determine success but whether we approach a situation with the right mindset. Here are specific strategies and approaches to develop, foster, and maintain a growth mindset.

- Cultivate a sense of purpose – keep the big picture in mind.
- Celebrate growth with others – share your successes and wins!
- Emphasize growth over speed – reward effort and application in order to learn *well* vs. learn *fast*, allowing time for mistakes.
- Reward actions, not traits – you are *doing* something smart.
- Redefine “genius” – genius requires hard work, not talent alone!
- Disassociate “room for improvement” from failure – everything can be improved!
- Provide regular opportunities for reflection – **mindfulness rules!**
- Place effort before talent.

Find more resources from Caterpillar's Employee Assistance Program at EAP.cat.com.