



MANAGING CHANGE SUCCESSFULLY

DOES YOUR TEAM HAVE THE RIGHT MINDSET?

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Skilfully guiding people and organisations through change requires many things: great leadership, a shared vision, excellent communication to name but a few. An often-overlooked area that helps teams and employees through times of challenge and transition is developing the right mindset to embrace change. The great news is that developing that mindset is an ability that can be learnt.

Whilst people’s reaction to change varies significantly they tend to fall into two camps:

- **Camp one** - Change is a threat to be guarded against
- **Camp two** - Change is an opportunity to be embraced

Dr Carol Dweck provided a valuable model to understand these two responses to change. In her ground-breaking book *Mindset: The New Psychology of Success*, Dweck put forward the thesis that people tend to have either a fixed mindset or a growth mindset. These two attitudes to change can be summarised by the following characteristics:

Fixed Mindset	Growth Mindset
Change is a threat	Change is an opportunity
Ability is static	Ability is something to develop
Challenges are to be avoided	Challenges are to be embraced
Gives up easily in the face of obstacles	Persists despite obstacles
Effort is fruitless	Effort is essential
If you don’t try you can’t fail	Failure is a learning opportunity
Feedback is criticism	Feedback is information to learn from
Threatened by others’ success	Inspired by others’ success

In times of change and transition, organisations need to engender a growth mindset. A fixed mindset is driven by fear and very often the fear of failure, however, as the philosopher Friedrich Nietzsche pointed out “The snake which cannot cast its skin has to die”. The same applies to businesses and the annals of corporate history are littered with case studies of companies that were not able to adapt to changing circumstances such as Kodak Eastman, Blockbuster, Blackberry, MySpace to name but a few.

The great news that comes out of Dweck’s thesis is that a fixed mindset doesn’t have to be permanent. With the help of a great leader, coach or mentor, it is possible to learn to develop a growth mindset.

Here are our 7 top tips and questions to ask to help your team and colleagues develop a growth mindset culture and be in the best possible place to adapt to change:

- 1. Know your mindset**
Using the table above which mindset do you have?
- 2. Learn from others that have developed a growth mindset**
What did they do to change their way of thinking?
- 3. Stop taking failure personally**
Do you learn from your mistakes rather than avoiding making them?
- 4. Mind your language**
How aware are you of your language in relation to change? Do you use language or phrases like ‘I can’t do this...’, ‘I am never able to...’, ‘I am always..’ and if so do you challenge those statements?
- 5. Reframe change from a threat to an opportunity**
Ask yourself how can this change be of benefit to you?
- 6. Praise effort over outcomes**
How do you praise others? Do you only lavish praise on people’s results? This can often lead to a fear of failure. Have you considered praising effort and persistence in adversity as this fosters a growth mindset?
- 7. Celebrate other’s successes**
Are you the first to celebrate with others when they succeed at something challenging?

Change is often planned for but more often thrust upon us. If your team or organisation are entering a time of change or transition now is a good time to check in and start to engage in conversations about having the right change mindset. Using our 7 mindset tips is a great way to get those discussions started especially with the help of an experienced coach to ensure that everyone is ready and equipped to make the transition successfully.



Contact us to discuss how coaching can support you and your team to embrace positive change.
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