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Growth Mindset Skill Session

Workbook



General Mindset Questions

Which of the following statements do you most agree with?

Tick

1. Your intelligence is fixed and cannot change at all
 2. Your intelligence cannot change very much but you can learn new things
 3. Your intelligence can change quite a bit depending on how much you work
 4. Your intelligence can substantially change
-

Which of the following do you feel represents a growth mindset?

Tick

- A You focus on situations where you have a high level of competence
 - B If you fail at something you, you do not let it affect your self esteem
-

Do you relate to any of the following?

Tick

- A Tendency to approach new or challenging situations fearfully
 - B Seeing failures as a direct reflection of our incompetence
 - C Avoiding situations where we believe that we are likely to fail
 - D Focusing only on situations and tasks that we are already highly competent at.
 - E Experience difficulty in moving on from our failures, setbacks or shortcomings
-

Your ability to overcome challenges

Think about a time when you have overcome a challenge, a difficulty or you have been in a situation that didn't go according to plan.

How did you react and what did you overcome?

Nyake's Interview

Nyake has an interview tomorrow for a job that he really wants.

He says:

“I am really nervous about this interview tomorrow. It feels like another test! There will be so many people that will have applied and they're bound to have more qualifications and experience than me. I just feel like there's no point in going really. I hate awkward silences and what if they ask me a question that I don't know the answer to? I can't do this. I don't think I'm good enough for it.”

What advice would you give him?

What does your language say about your mindset?

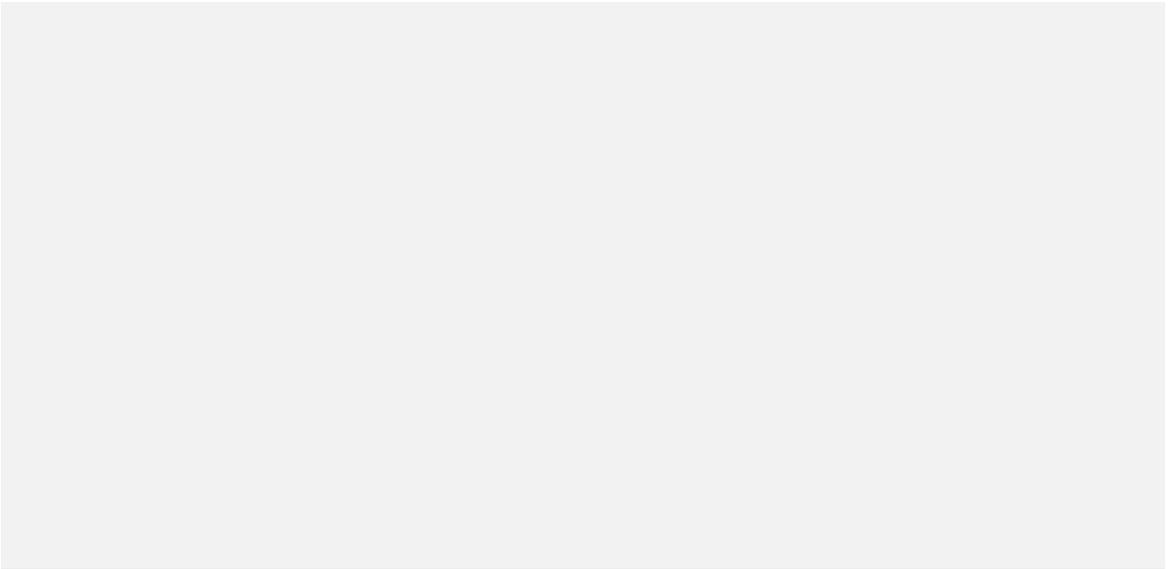
Reflecting on conversations you've had with people over the past month, please write down how many times you have expressed the following thoughts:

	Number
1. How many times have I told someone why we shouldn't do something or explained all the reasons why something won't work or isn't possible?	
2. How many new ideas, new ways of doing things or solutions to problems have I come up with in the last month?	
3. How many times in the last month, did I talk about mistakes that either myself or others made or things that aren't going well?	
4. How many times did I talk about what I learned from those mistakes and how things could be better next time?	

The Power of Language Examples

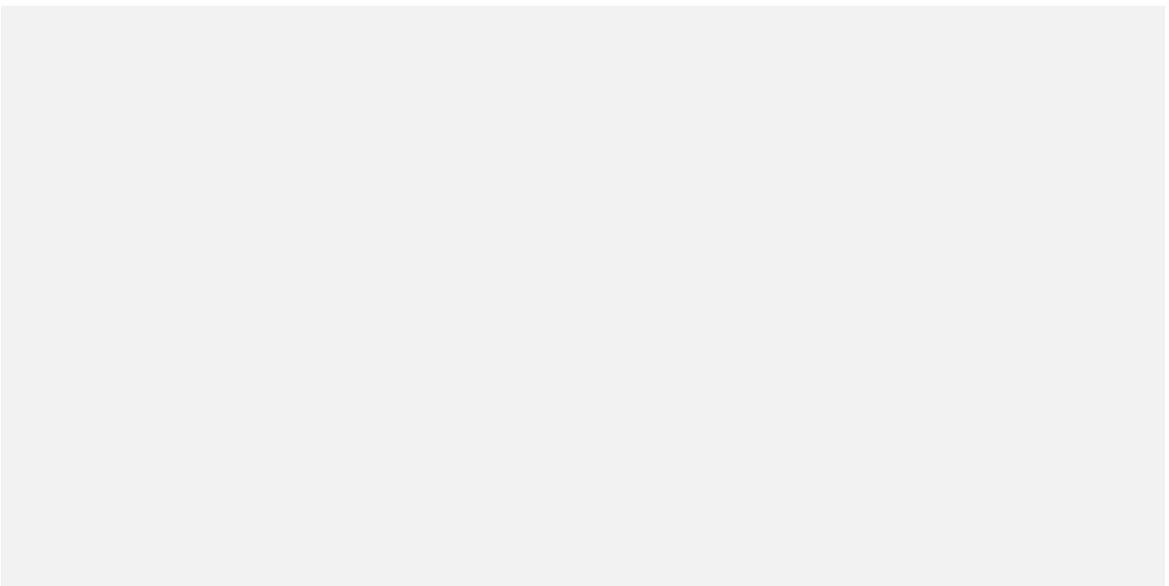
Example 1: “Last week I told someone why an idea for a project wasn’t a good one by explaining all the reasons why it wouldn’t work or be possible.”

What could have been an alternative approach that is more reflective of someone with a ‘growth mindset’?



Example 2: “My internet connection isn’t working well. I’m having trouble logging into an important Zoom call so will miss everything. I might as well give up on it.”

What would be a possible solution for this problem?



The Power of Language Examples

Example 3: “Every time I do a presentation, I can’t stop thinking about all the mistakes that I am making. I’m no good at speaking in front of people.”
How could I alter my outlook to make things better for me?”

Self Reflection

This exercise will help you to start thinking about incorporating your growth mindset into activities or tasks where you find it difficult to see personal improvement.

In three of the boxes below write a skill or something you're good at:

In the fourth box, write something you don't think you are good at and would like to improve on.

Self Reflection

Now take those skills and go into further detail about how you developed them.

In the final box, consider the skill you'd like to improve and think about practical steps you can take to improve that skill.

I am good at:

How I developed my skills, ability etc...

- 1.
- 2.
- 3.

I am good at:

How I developed my skills, ability etc...

- 1.
- 2.
- 3.

I am good at:

How I developed my skills, ability etc...

- 1.
- 2.
- 3.

I'd like to improve at:

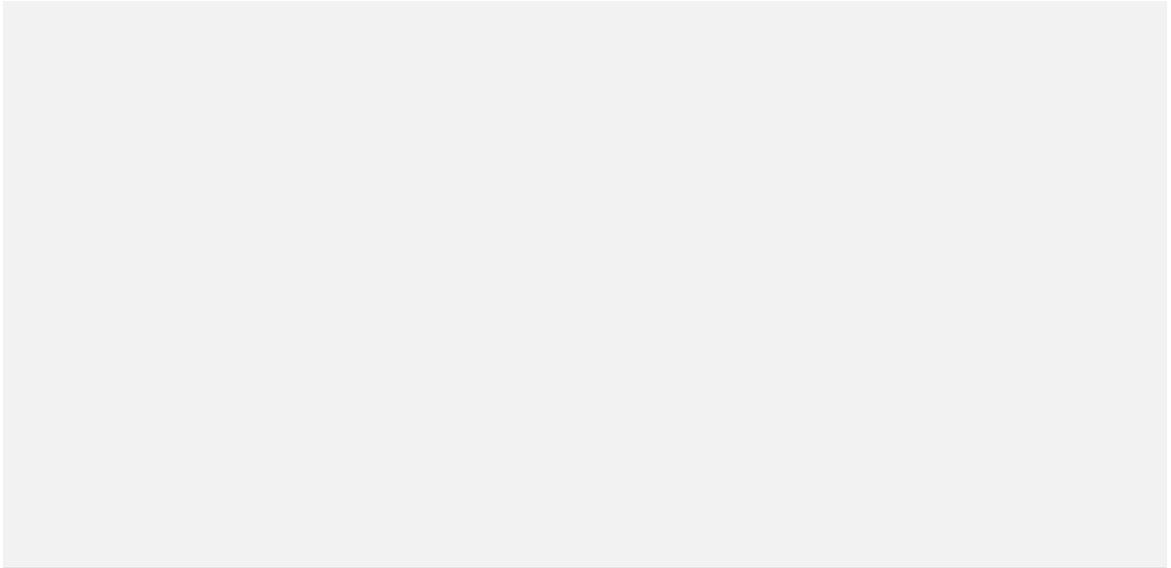
How I can develop my skills, ability etc...

- 1.
- 2.
- 3.

Goal Setting

Write down a goal that you want to commit to achieving. Try to step outside of your comfort zone and be ambitious but realistic with your goal.

Be bold so you can make a mental commitment to your goal. It is also useful to place a reminder of your goal somewhere that you will see often.



Has my mindset changed?

Which of the following statements do you most agree with?

Tick

1. Talent is something you're born with, not something you can develop.
 2. Talent is fixed but you can learn new things to improve your abilities.
 3. Talent can be increased depending on your work ethic.
 4. Your intelligence can substantially change
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Further links

Main Careers Site:

https://www2.deloitte.com/uk/en/careers/careers.html?icid=top_careers

Grad Programmes:

https://www2.deloitte.com/uk/en/pages/careers/articles/graduate-opportunities.html?icid=top_graduate-opportunities

SVS Programmes:

https://www2.deloitte.com/uk/en/pages/careers/articles/summer-vacation-scheme.html?icid=top_summer-vacation-scheme

Apprentice Programmes:

https://www2.deloitte.com/uk/en/pages/careers/articles/brightstart-business-apprenticeship-scheme.html?icid=top_brightstart-business-apprenticeship-scheme

Frequently asked questions:

<https://www2.deloitte.com/uk/en/pages/careers/articles/student-graduate-faqs.html>

Dot the Bot (ask a question):

<https://meetandengage.com/deloittestudenthelpdesk>