



Inspiring Growth Mindset

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Personal/Speaker Disclosure

Presenter Name: Kirsten George-Phillips

- I have no current or past relationships with commercial entities

Speaker Fees for current program:

- I have received a speaker's fee/honorarium from PTSA

Land Acknowledgement

We work and reside territory of the Néhiyaw (Cree), Niitsitapi (Blackfoot), Métis, Nakoda (Stoney), Dene, Haudenosaunee (Iroquois) and Anishinaabe (Ojibway/Saulteaux), lands that are now known as part of Treaties 6, 7 and 8 and homeland of the Métis.

We respect the sovereignty, lands, histories, languages, knowledge systems and cultures of all First Nations, Métis and Inuit nations.

Learning Objectives

By the end of the session, participants will:

- Be able to identify differences between **fixed** and **growth mindset**
- Understand the benefits to their team of creating a **growth mindset culture**
- Be aware of steps to take towards creating and/or encouraging a **growth mindset culture** on their team

Growth Mindset

- First introduced in ***Mindset – The New Psychology of Success***
- Recognizes that skills and abilities are not fixed and can be developed through **hard work, good strategies and input from others**
- Allows us to learn from our experiences



Dweck, Carol. 2016. *Mindset: The New Psychology of Success*. New York: Ballantine Books



Difficulty accepting failures

Threatened by success of others

Focus on proving yourself

**Avoid challenges/
Avoid the unfamiliar**

**Belief that ability is
FIXED**

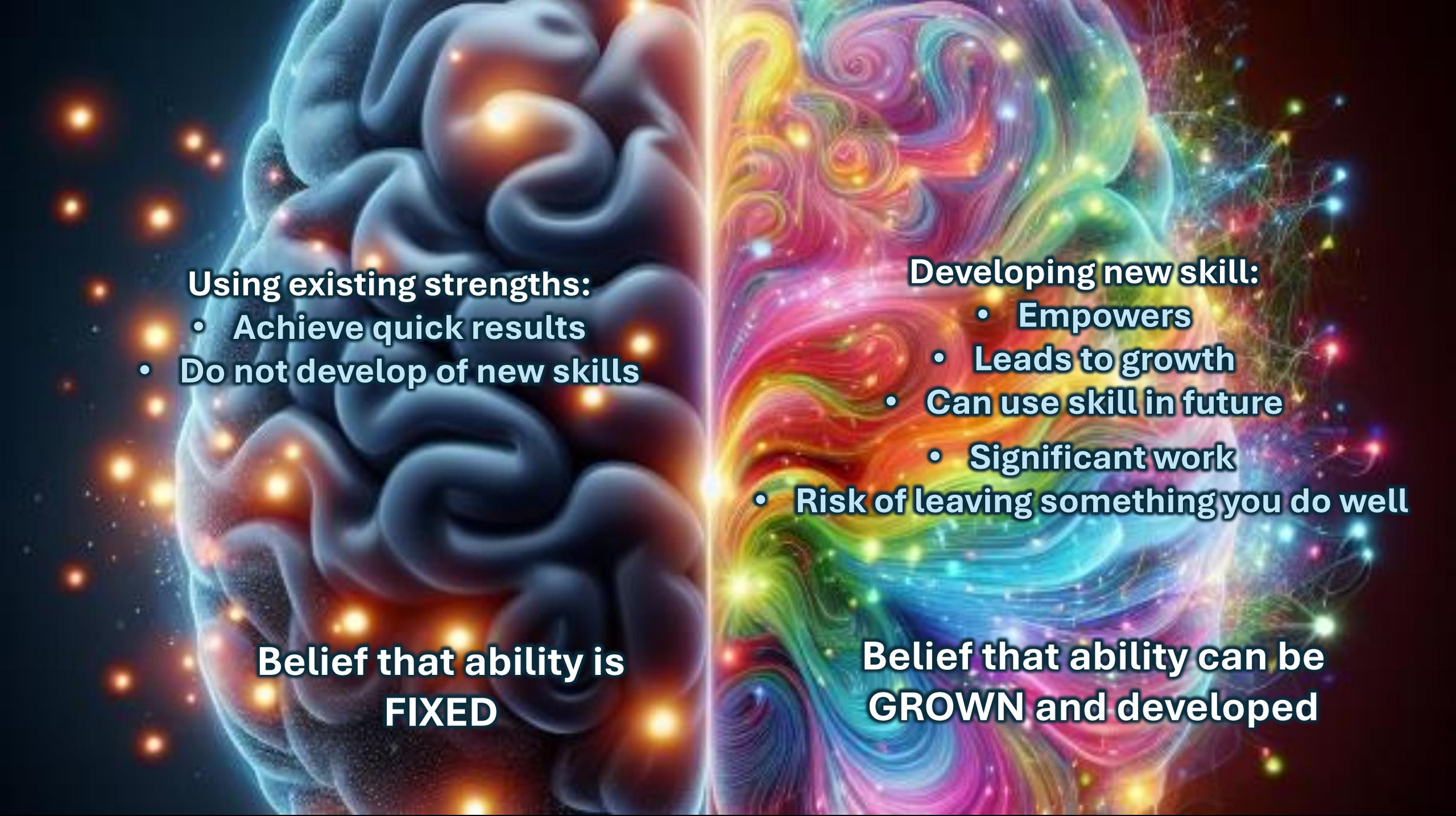
Learn and grow from failures

Be inspired by the success of others

Focus on the process, not the end result

**View challenges as opportunities/
Step out of comfort zone**

**Belief that ability can be
GROWN and developed**



Using existing strengths:

- Achieve quick results
- Do not develop of new skills

**Belief that ability is
FIXED**

Developing new skill:

- Empowers
- Leads to growth
- Can use skill in future
- Significant work
- Risk of leaving something you do well

**Belief that ability can be
GROWN and developed**

LEADING FROM A DISTANCE: GROWTH MINDSET QUIZ*

Use this worksheet to assess your growth mindset. Read each question and circle the number that best fits you. There are no right or wrong answers. Add them together at the bottom of this sheet.

PART #1

1. You can always increase your talent, no matter how much you have to begin with.

1 Strongly Disagree
 2 Disagree
 3 Slightly Disagree
 4 Slightly Agree
 5 Agree
 6 Strongly Agree

2. I like work best when I have to put in extra effort and it challenges me intellectually.

1 Strongly Disagree
 2 Disagree
 3 Slightly Disagree
 4 Slightly Agree
 5 Agree
 6 Strongly Agree

PART #2

5. You can always learn things, but you can't alter your base level of intelligence.

1 Strongly Disagree
 2 Disagree
 3 Slightly Disagree
 4 Slightly Agree
 5 Agree
 6 Strongly Agree

6. I like work best when it comes naturally to me and I don't need to put in a lot of effort.

1 Strongly Disagree
 2 Disagree
 3 Slightly Disagree
 4 Slightly Agree
 5 Agree
 6 Strongly Agree

Growth Mindset Test

✓ 20 QUESTIONS

⌚ 3 MINUTES

Are you open to growth and improvement?

People with a growth mindset think that knowledge, skills, and abilities can be developed through effort, practice, and learning. People with a fixed mindset think that we are all born with talent and smarts that are predetermined and cannot be changed.

MINDSET QUIZ

1. Circle the number for each question which best describes you
2. Total and record your score when you have completed each of the 10 questions
3. Using the SCORE chart, record your mindset

	Strongly Agree	Agree	Disagree	Strongly Disagree
Your intelligence is something very basic about you that you can't change very much	0	1	2	3
No matter how much intelligence you have, you can always change it quite a bit	3	2	1	0
Only a few people will be truly good at sports, you have to be born with the ability	0	1	2	3
The harder you work at something, the better you will be	3	2	1	0
I often get angry when I get feedback about my performance	0	1	2	3

Quiz: Where are you on the growth-fixed mindset scale?

We each have varying degrees of fixed and growth mindsets in different areas of our lives. Take our quiz to find out where you sit on the continuum — and how you can train your brain to do better...

LET'S GET STARTED!

Do You Have A Growth Or Fixed Mindset?

In this 15-question quiz, you'll be able to determine whether you have a more fixed or growth mindset. It's important to answer each question honestly so that you'll have an accurate assessment of your mindset.

PROFESSIONAL LEARNING GDPR IMPACT PROGRAMS ABOUT US

What's My Mindset?

(For adults)

No matter how much intelligence you have, you can always change it a good deal.

Disagree A Lot
 Disagree
 Disagree A Little
 Agree A Little
 Agree
 Agree A Lot

2. You can learn new things, but you cannot really change your basic level of intelligence.

Disagree A Lot
 Disagree
 Disagree A Little
 Agree A Little
 Agree
 Agree A Lot

3. I like my work best when it challenges me and makes me think hard.

Disagree A Lot
 Disagree
 Disagree A Little
 Agree A Little
 Agree
 Agree A Lot



FIXED

GROWTH

CONTINUUM

Mindset

- Brain possesses self-protection gates to prevent you from putting yourself in harm
- Gates are activated when facing danger or facing challenge
- Breaking through this barrier **allows higher expectations of self**



Self-Efficacy

- Belief in your own ability to execute behaviours needed to obtain a goal

IMPOSSIBLE





People who believe their abilities can be developed **will consistently outperform** those who believe their abilities are fixed

Self-Efficacy Tools

1. Reference Point

2. Mental Contrasting



Reference Point

- Oxford: “*a basis or standard for evaluation, assessment, or comparison; a criterion*”
- **Shifting reference point** allows you to realize what may be possible



EVOLUTION OF VAULT



▪ https://youtu.be/_YoNqw9g31M?si=KFPJ-mWjTa5d68hM



Shift your
mindset to
believe it is
possible –

Reference
Point



Self-Efficacy Tools

1. Reference Point

2. Mental Contrasting



Mental Contrasting

- Balancing **positive** and **negative** aspects of impending reality to commit to goals
- Allows you to:
 - Plan realistically for challenges that will arise
 - Implement strategies for problem solving

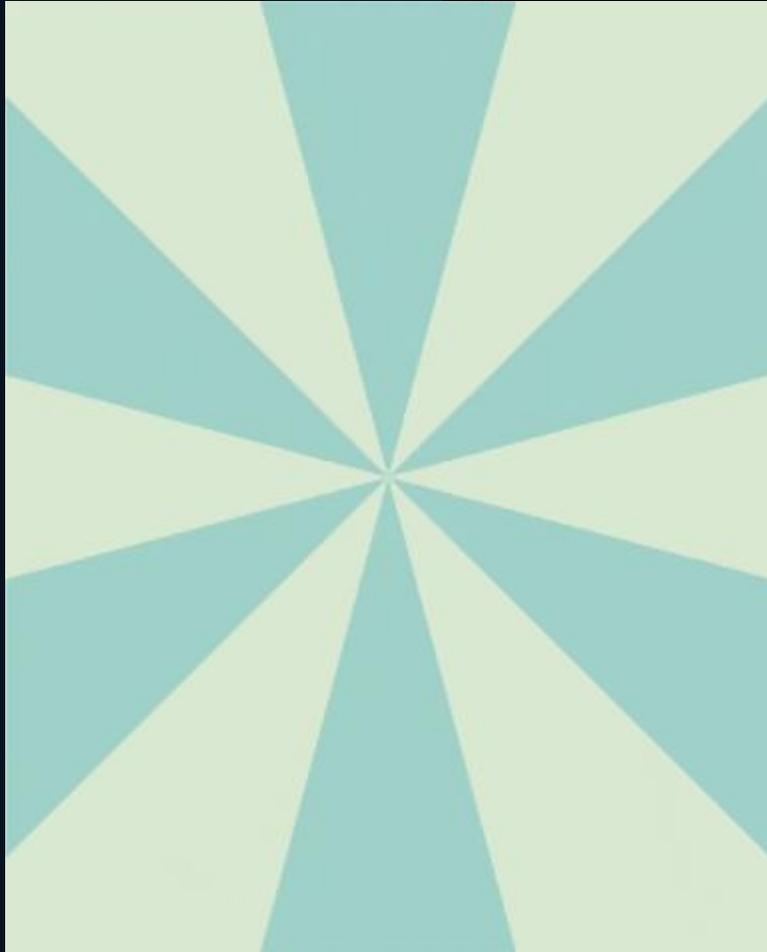




Take a
realistic
view and
recognize
what will be
needed to
achieve a
goal –

Mental
Contrasting





Which Self-Efficacy Tools would you be most interested in trying?

- A) I already use them both
- B) Reference Point
- C) Mental Contrasting
- D) I would like to try them both



Leading Growth Mindset

- Leaders with strongly developed growth mindsets inspire team members to further develop their own growth mindset
- When a whole team embraces this mindset, members are:
 - Empowered to be collaborative
 - Innovative in their thinking
 - More likely to be more dedicated to their work





Tools for Inspiring Growth

- 1. Become Us**
- 2. Believe**
- 3. Praise Wisely**
- 4. Embrace Failure**
- 5. The Power of Yet**



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Become “Us”



...understand **our** work...

...challenges **we** face...

...work **we** are doing...

...**our** team...

Become “Us”



Gain understanding of our work

Hear valuable new ideas

Appreciate the challenges

Build Trust



Tools for Inspiring Growth

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People who believe their abilities can be developed **will consistently outperform** those who believe their abilities are fixed



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Praise Wisely

Process

Effort

Engagement

Improvement

Praise Wisely



Focus celebration on the
hard work, growth and
learning that happened along
the way



Tools for Inspiring Growth

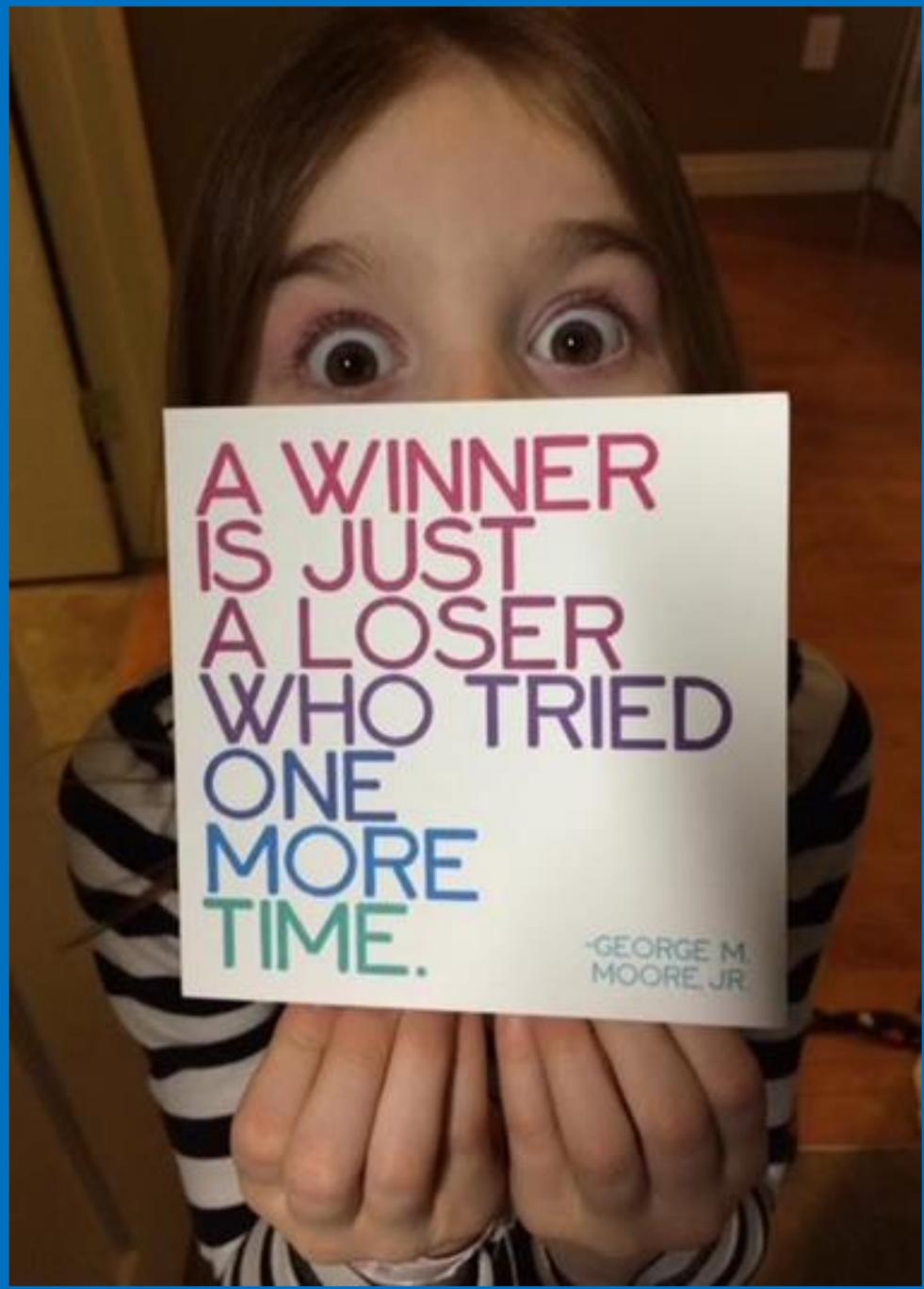
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growth

***“Develop success
from failures.
Discouragement
and failure are two
to the surest
steppingstones to
success.”***

-Dale Carnegie





A WINNER
IS JUST
A LOSER
WHO TRIED
ONE
MORE
TIME.

-GEORGE M.
MOORE, JR.



Tools for Inspiring Growth

1. Become Us
2. Believe
3. Praise Wisely
4. Embrace Failure
5. The Power of Yet

• • • **YET**

The Power of

YET

I don't know ...YET

This doesn't work ...YET

I don't understand this ...YET

This doesn't make sense ...YET

I'm not good at this ...YET

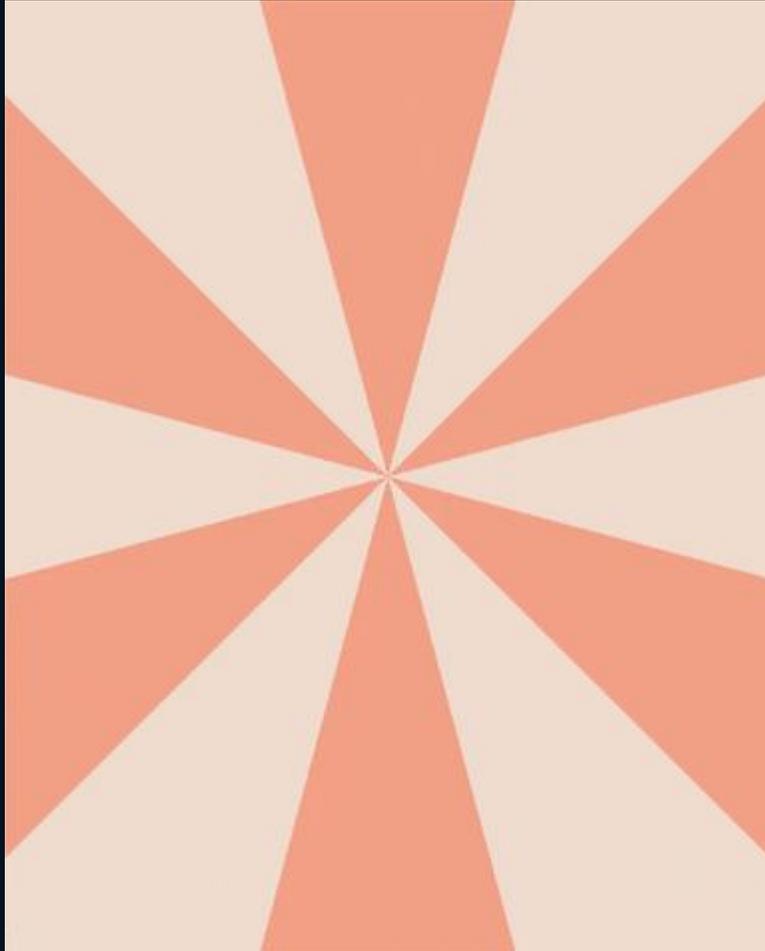
I can't do this ...YET

I don't get it ...YET



Tools for Inspiring Growth

- 1. Become Us**
- 2. Believe**
- 3. Praise Wisely**
- 4. Embrace Failure**
- 5. The Power of Yet**



Which Self-Efficacy Tools would you be most interested in trying?

- A) Becoming Us
- B) Believe
- C) Praise Wisely
- D) Embrace Failure
- E) The Power of Yet

Summary

- Identified differences between **fixed** and **growth mindset**
 - **Tools in Self-Efficacy**
- Understand the benefits to their team of creating a **growth mindset culture**
- Be aware of steps to take towards creating and/or encouraging a **growth mindset culture** on their team
 - **Tools to Inspire Growth Mindset**

Recommended References

- Dweck, Carol. 2016. *Mindset: The New Psychology of Success*. New York: Ballantine Books.
- Dweck, Carol. “Growth Mindset – The Power of Yet.” TED, Dec 2021, https://youtu.be/J-swZaKN2lc?si=4sGxU9ax_j-LQBMK.
- Dweck, Carol. 2016. *What Having a Growth Mindset Actually Means*. Harvard Business Review. <https://hbr.org/2016/01/what-having-a-growth-mindset-actually-means>. Accessed March 1, 2025
- Celestine, Nicole, 2020. *What Is Mental Contrasting and How Can We Benefit From It?* Positive Psychology. <https://positivepsychology.com/mental-contrasting/#mental>. Accessed March 1, 2025.