

## Growth Mindset, Research-Based Soft Skills Learning

Growth Mindset is the way to success

### Course Specifications

Course Number: AOB76-005\_rev1.0

Course Length: 2h 40min

### Peak performance starts with a growth mindset

A growth mindset empowers teams to thrive amidst challenges. Individuals, teams, and organizations face various obstacles, whether related to recruitment, expansion, or marketing. A growth-oriented workforce views these challenges as opportunities to grow and discover new solutions together.

Coined by **Carol Dweck**, the concept of a growth mindset is the belief that abilities such as intelligence and skills can be developed through practice, effort, and learning. This mindset emphasizes that success isn't a product of fixed talents or innate abilities but rather stems from persistent effort, tackling new challenges, and learning from mistakes. It stands in stark contrast to a fixed mindset, which assumes abilities are static.

Exceptional performance, sound decision-making, and innovative perspectives all begin in the mind and with the ability to think differently. A growth mindset not only helps achieve better results but also strengthens resilience by viewing failures as tools for learning and development. This approach enhances people's ability to take an active role in their own growth.

The Growth Mindset Tutorial Package is designed for the scalable integration of a growth mindset. Explore the cost-effective solution below!

### This is how we develop growth mindset

Everything starts with developing the right attitude. A growth mindset must first be **understood**, then **practiced** in real-life situations, regularly **reinforced**, and **revisited**. The process of embedding a growth mindset can be accelerated and deepened by acquiring other essential soft skills.

**First, focusing on positivity** allows us to better recognize the opportunities and successes that often go unnoticed amidst the rush of daily life. **Second, it's important to identify the aspects of our work and daily routines that bring meaning to life.** Upon closer examination, these are far more abundant than we might initially believe—we simply fail to notice them. **Third, by adopting a more positive view of humanity,** we can better recognize both our own and others' potential, fostering the development of a growth mindset.

A growth mindset does not develop in isolation but thrives in collaboration with others. People grow through interaction, and authentic connections can strengthen not only our own growth mindset but also that of others. Presence, active listening, and giving constructive feedback create an environment where learning and development can flourish. Regular self-development discussions, where learning is assessed,

## Course Outline

and new goals are set, help establish a path of continuous growth, leading us toward a meaningful and empowering life.

Despite our progress, we inevitably face challenges that make us question our evolving growth mindset. In such moments, it's essential to recognize, accept, and regulate our emotions. Learning to step out of the victim mindset and focus on what we can influence and learn. This strengthens our sense of agency and helps us direct our energy constructively. At the same time, self-compassion provides strength—being kind to ourselves creates space for learning and encourages perseverance after setbacks.

### Why invest in a Growth Mindset?

Organizations should prioritize fostering a growth mindset, as it **increases flexibility, innovation, employee engagement, and overall workplace well-being**. A workforce with a growth mindset views challenges as opportunities for learning and improvement, enhancing problem-solving skills and driving better outcomes. Additionally, a growth-oriented culture encourages employees to experiment, learn from mistakes, and enhance their skills—strengthening both individual and organizational competitiveness in an ever-changing business environment.

### Growth Mindset Tutorial Package: scalable solutions for lasting change

Our Growth Mindset Tutorial Package provides participants with the tools to deepen their understanding of their own thinking patterns and cultivate a positive approach to life. Tutorials include practical tools and inspiring perspectives to support mental well-being and foster a growth mindset.

### Using researched knowledge, microlearning, and reflection, we ensure impactful and lasting change:

The Facilitation Tutorial Package is designed to bring real change to the facilitation capabilities of professionals and managers. We develop facilitation skills through researched knowledge, microlearning, and reflection:

**Research-Based Content:** Rest assured, the training is impactful because it is grounded in research.

**Microlearning:** The content is designed to fit into even the busiest schedules.

**Reflection:** Reflection ensures the learning translates into practice. Through self-reflection and shared reflection, employees explore what emotions the training evokes, what the skills mean to them, where they could be used, and how to successfully apply these skills in their work.

This method creates genuine change—professionals who are willing to experiment, learn, and take courageous steps on a shared journey toward your organization's success.

### Growth Mindset Tutorial package includes the following tutorials

#### Growth Mindset, Smart-Tutorial (1h)

Top performance, good decisions and new perspectives all begin with our ability to see things in a new light. This tutorial focuses on developing your mindset. Develop a new way of approaching learning, and create a positive perception of your own abilities. Be constructive about mistakes and failures, and develop a healthy attitude towards perfectionism. You will notice changes instantly!

### **Improve Positivity, Smart-Tutorial (30 min)**

How fast are you able to find something positive in a difficult situation? Positivity is not a given, but you can and you should practice it, as it will help you and others around you! This short tutorial helps you to reflect own approach to things, and think about yourself and the world from a positive perspective. Positivity helps not only yourself, but others as well.

### **View of Humanity, Smart-Tutorial (30 min)**

This mini-tutorial dives into how you could change your view of humanity, and why. The view of humanity, our internal concept of what humans are like, plays a significant role in our everyday life. The way we see the world and others around us has a strong effect on our actions, choices and beliefs.

### **Working with Meaning, Quick-Tutorial (4 min)**

This short video discusses what you can do in a situation that feels meaningless. You can work to make situations feel more meaningful. It requires you noticing your mood and actively working to change it. Would you like to hear more?

### **Meaningful Work, Quick-Tutorial (3 min)**

Meaningfulness is one of the key motivators in human life. However, in working life, it often disappears due to the stress, hectic schedules, and organizational structures. This short video discusses what makes work meaningful and how you can increase your own experience of the meaning of your work.

### **Leaving the Role of the Victim, Quick-Tutorial (4 min)**

Do you easily see things as the fault of circumstances or someone else, and feel powerless with them? Leaving the role of the victim means a permanent change of attitude. So how should you do it? Watch this short video!

### **Self-compassion, Quick-Tutorial (3 min)**

This short video will guide you towards developing your self-compassion. We are often so used to being critical of ourselves that we cannot be gentle with ourselves. However, it is possible to practice this skill. By the way, did you know that compassion for yourself is not really different from compassion for others?

### **Emotions in Action, Quick-Tutorial (3 min)**

What are feelings, and how do they work? How do we react to them? Emotions play a huge role in human interaction. In today's working life, everyone should be heard on an emotional level. So it is especially important that you learn to recognize, interpret, and express your own and others feelings. Watch this short video!

### **Encounters Enforce Mental Recovery, Quick-Tutorial (3 min)**

Have you ever wondered how much impact interaction and other people have on your well-being and mind recovery? Encounters are good for your mind. This video explains why the feeling of togetherness and everyday encounters significantly affect the mind's ability to recover!

### **Self Coaching, Quick-Tutorial (4 min)**

If you want to develop yourself, you need to stop and think about the next version of yourself. To coach yourself, ask these four questions from yourself regularly: What are you satisfied and dissatisfied with in your life? What kind of feedback do you get? Where can you find new directions and ideas for what you could become? What you should do more, what less, and what you should quit? Watch this short video!

**Critical Thinking – Question everything!, Quick-Tutorial (4 min)**

We're surrounded by information—but how do we know what to trust? In this thought-provoking video, we break down the essentials of critical thinking and provide practical tools you can apply right away. With humor, insight, and a surprising example involving a parachute-less helicopter jump, this video reminds us that good thinking isn't about skepticism or certainty—it's about curiosity and clarity. Perfect for anyone who wants to make smarter decisions and sharpen their mind.

**How Adults Learn?, Quick-Tutorial (3 min)**

Ever wondered how adults pick up new ways of thinking and acting? In this quick tutorial, you'll explore the science of adult learning and walk away with five simple, practical tips you can weave into your day—no extra time or complex theory needed.

**Bad Habits and How to Change Them, Quick-Tutorial (5 min)**

We all have habits we'd like to change – but breaking them isn't always easy! This short tutorial helps you notice automatic reactions and explore how to create space for new choices. With practical examples and everyday tips, you'll learn how small moments of awareness can help you shift your behavior in a way that feels doable.

**How Your Values Guide Your Actions, Quick-Tutorial (4 min)**

What do your actions say about what you truly value? This short tutorial helps you explore how values quietly shape your everyday choices, and how reconnecting with them can bring clarity, direction, and motivation to your work and life. You'll walk away with a simple way to reflect and act more in line with what really matters.