



GROW

The Neuroscience
of Growth Mindset



Thrive Through Big and Small Changes

GROW is based on 30 years of scientific study on the topic of growth mindset and its impact on how we experience change. It features a suite of brain-based tools designed to help managers and employees be more flexible, positive, and engaged. This program introduces three key habits that encourage resilience in the face of change, and tools to lead others to do the same:

EMBRACE A GROWTH MINDSET

See Change as a Challenge,
Not a Threat

ALWAYS IMPROVE

Experiment, Focus on Progress,
and Learn from Others

INSPIRE OTHERS

Lead by Example to
Encourage a Growth Mindset

Outlook Can Influence Success

Mindsets determine whether we experience change as a threat or a challenge.

Threat creates negative stress that undermines productivity, along with mental and physical well-being. **Challenge** energizes and helps your brain function at its best.

Fixed mindset thinking, the most common mindset among today's employees, leads us to avoid mistakes at all costs, remain stuck in old ways of doing things, and see change as a major **threat**.



Growth mindset thinking helps us see mistakes as valuable opportunities to learn, makes us eager to innovate, and welcome the **challenge** of change.



**CHANGE
AS A CHALLENGE**

Our interactions with peers, the way we deliver feedback, and even how we ask questions can subconsciously nudge a person toward one mindset or the other. This has a fundamental influence on employee engagement and professional performance, and can ultimately make or break an organization's bottom line.

**GROWING
BETTER**



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Solution Overview



Research Summaries
for a deeper dive into
the brain science



Practice Tools
to support habit formation
through practice



Growth Mindset Guides
for guided application to
real workplace scenarios



Activities
for long-term sustainment
and learning

Digital Learning Solution (DLS):

Bite-sized audio and video content delivered across four weeks to thousands of managers at a time

Integrated Learning Solution (ILS):

Three 90-minute sessions using NLI's HIVE (High Impact Virtual Experience) methodology, impacting hundreds to thousands of participants

In-Person Workshop:

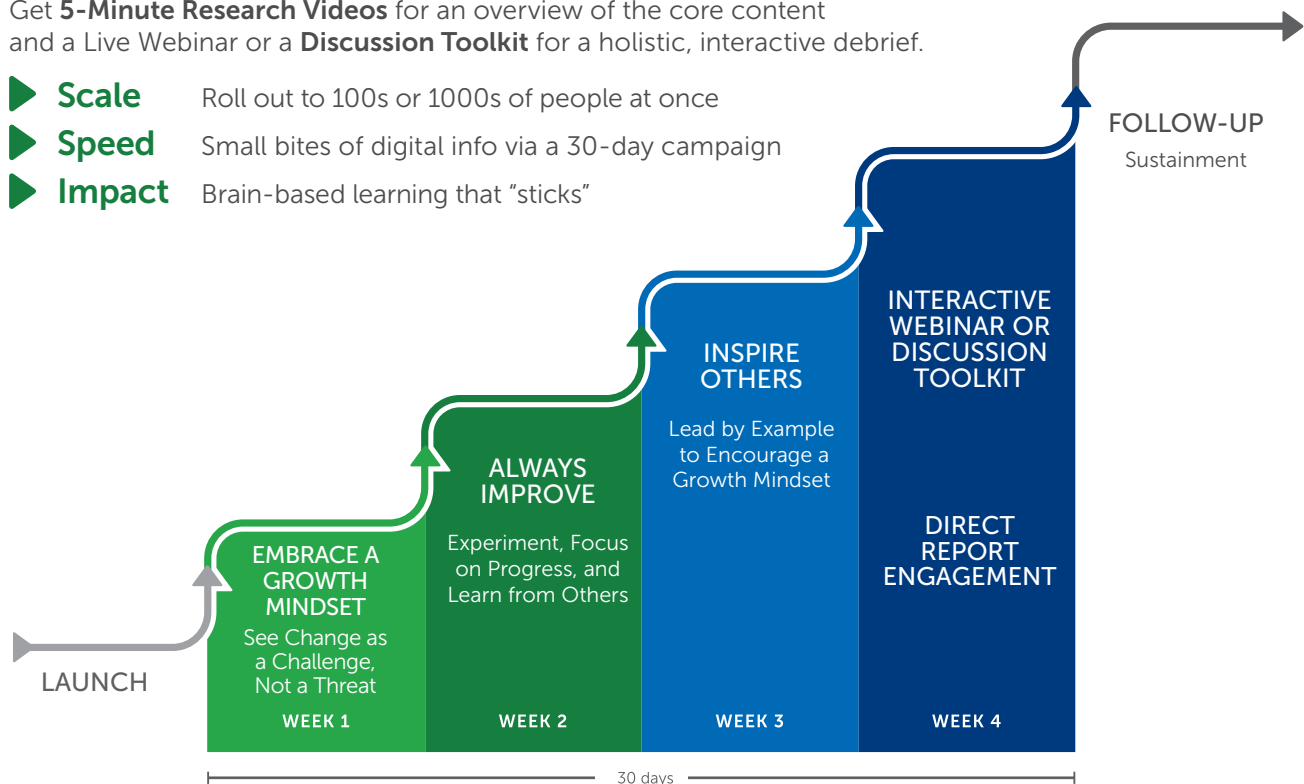
Expert-led, generative learning experiences, offered as a half day session with tailoring options to fit your organization's need

30 Days to Integrate

The **GROW** Digital Learning Solution seamlessly integrates into your organization and turns these essential skills into sustainable habits.

Get **5-Minute Research Videos** for an overview of the core content and a Live Webinar or a **Discussion Toolkit** for a holistic, interactive debrief.

- ▶ **Scale** Roll out to 100s or 1000s of people at once
- ▶ **Speed** Small bites of digital info via a 30-day campaign
- ▶ **Impact** Brain-based learning that "sticks"



For more information



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