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## The Power of a Growth Mindset in Navigating Life's Changes

### What Is a Growth Mindset—and Why It Matters

A growth mindset is the belief that abilities, intelligence, and skills can be developed over time through effort, learning, and persistence. Popularized by psychologist Carol Dweck, this perspective contrasts with a fixed mindset—the belief that our abilities are set and unchangeable.

Why does it matter? In today's fast-changing world, a growth mindset helps individuals adapt, build resilience, and continue progressing—both personally and professionally.

### Understanding the Growth Mindset

Individuals with a growth mindset view challenges as opportunities to learn rather than obstacles to avoid. They recognize that progress often involves discomfort, mistakes, and ongoing practice.

Instead of seeing failure as a setback, they treat it as feedback—valuable insight that guides improvement and strengthens future performance.



### Example of a Person with a Growth Mindset

Consider a young professional, Maya, who wants to improve her public speaking skills. Initially, she feels nervous and struggles with presentations. Rather than thinking, "I'm not good at this," she shifts her perspective to, "I can improve with practice."

She starts watching skilled speakers, asks for feedback from her coworkers, practices regularly, and even joins a local speaking group.

At first, progress is slow, and she still makes mistakes—but she doesn't give up. Over time, Maya becomes more comfortable, learns to organize her thoughts clearly, and begins to speak with confidence. Eventually, she's asked to lead presentations for her team.

## How a Growth Mindset Supports Wellbeing and Performance

Adopting a growth mindset can positively impact both individual wellbeing and workplace success:

- **Builds resilience:** Encourages individuals to persist through challenges and setbacks.
- **Enhances learning and performance:** Promotes openness to feedback, new strategies, and skill development.
- **Strengthens confidence:** Confidence grows through visible progress and skill mastery over time.
- **Encourages continuous growth:** Fosters curiosity and a willingness to keep learning in a changing environment.



## Putting It Into Practice

Developing a growth mindset is a process, but small shifts can make a meaningful impact:

- Reframing negative thoughts (“I can’t do this” → “I can’t do this yet”)
- Viewing challenges as opportunities
- Learning from feedback instead of avoiding it
- Celebrating effort, not just outcomes



## Key Takeaway

A growth mindset empowers us to reach our full potential. By believing that abilities and skills can improve with time and effort, we become more resilient, motivated, and open to learning. In a world where change is the only constant, this mindset is not just helpful, it’s essential.