

Mindset

Group 1:

Harry recently joined the Company in your team and has set out his ambition to progress rapidly upwards. He is sociable and gets on well with the time, has a good degree and is clearly intelligent. He does at times act as if he is better at his work than others, and seems to believe he is already more than competent at his work.

How would you have a conversation with Harry about his mindset, and what are the areas you suspect might need some work?

Group 2:

Hilary has been with the Company for a year, and is a steady and reliable performer. She is quiet and something of an introvert but always does diligent work and can be relied upon to deliver. She does tend to put herself down in team meetings, believing that she is not as good as she could be. When offered the chance to take on something new she will generally avoid it.

How would you have a conversation with Hilary about her mindset, and what are the areas you suspect might need some work?

Group 3:

Han joined the Company as a graduate 3 months ago and has settled in to the team quickly. He is always keen to make clear that his ambition is to start his own Company and he is only doing this work to get where he really wants to be. He thinks the work he does is beneath and generally does not take on new tasks, or seek out opportunities to learn, saying that it is all the same stuff he learned at University and they were better teachers.

How would you have a conversation with Han about his mindset, and what are the areas you suspect might need some work?

Group 4

Hercules has moved from sales after deciding that it was too pressured an environment. He is now in a position where he knows the Company and people well, but is unfamiliar with the new role's requirements, although he has some experience and skill.

He has a tendency to assume that because he has been with the Company for a while, he is already equipped with all he needs to do his work, and that with the "right" support and a bit of time he will "come good".

You think that he could use some basic training to ensure that he has the right foundations as he has a tendency to assume he can "wing it".

How would you have a conversation with Hercules about his mindset, and what are the areas you suspect might need some work?

Change Your Inner Narrative to Become a Better Learner

UNSUPPORTIVE SELF-TALK

I don't need to learn this.



SUPPORTIVE SELF-TALK

What would my future look like if I did?

I'm already fine at this.



Am I really? How do I compare with my peers?

This is boring.



I wonder why others find it interesting.

I'm terrible at this.



I'm making beginner mistakes but I'll get better.

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