

## **MT3.2\_9 Group Discussion Activity: "Mindset Matters"**

### **Objective:**

Facilitate a group discussion to explore and differentiate between the concepts of a growth mindset and a fixed mindset, encouraging participants to reflect on their own mindset and its impact on their personal and professional lives.

### **Instructions:**

#### **1. Introduction:**

- Define and briefly explain the concepts of a growth mindset and a fixed mindset.
- Provide real-life examples illustrating the characteristics of each mindset.
- Emphasize that individuals may exhibit a combination of both mindsets in different aspects of their lives.

#### **2. Self-Reflection:**

- Ask participants to take a moment for self-reflection.
- Encourage them to consider situations where they may have demonstrated characteristics of a growth mindset and instances where a fixed mindset prevailed.

#### **3. Small Group Discussion:**

- Divide participants into small groups (3-5 members).
- In these groups, ask participants to share personal experiences related to growth and fixed mindsets.
- Prompt discussions on how these mindsets manifested in their attitudes towards challenges, learning, and feedback.

#### 4. Whole Group Sharing:

- Bring the groups back together and invite each group to share one or two key insights from their discussions.
- Encourage participants to actively listen to others' experiences and perspectives.

#### 5. Case Study Analysis:

- Present a case study that highlights an individual or team facing challenges.
- Ask participants to analyze the case study, identifying instances of growth or fixed mindsets and their potential impact on outcomes.
- Facilitate a discussion on alternative approaches that could have been taken with a different mindset.

#### 6. Personal Commitment:

- Ask participants to make a personal commitment to cultivate a growth mindset in a specific area of their life.
- Encourage them to share their commitments with the group, fostering accountability and mutual support.

## Case Study: "The Project Challenge"

### Scenario

Imagine a team working on a high-stakes project with tight deadlines and complex deliverables. As the project progresses, unforeseen obstacles arise, causing delays and requiring creative problem-solving. The team members have varying perspectives on how to handle the challenges.

### Key Events

#### Unexpected Setback:

A crucial team member unexpectedly resigns, leaving a skills gap in a critical area.

**Fixed Mindset Response:** Some team members express frustration, viewing the situation as insurmountable, and questioning the feasibility of success without the departed member.

#### Adaptation and Collaboration:

The team leader encourages a growth mindset by emphasizing the opportunity for skill development and collaboration.

**Growth Mindset Response:** Some team members embrace the challenge, volunteering to acquire new skills and collaborating to fill the gap. They see the setback as a chance for personal and team development.

#### Feedback and Iteration:

The team receives constructive feedback from stakeholders, suggesting revisions to the project plan.

**Fixed Mindset Response:** Some team members resist feedback, viewing it as a critique of their abilities. They are reluctant to make substantial changes to the initial plan.

#### Continuous Learning:

The team leader promotes a growth mindset by framing feedback as a valuable tool for continuous learning and improvement.

**Growth Mindset Response:** Some team members actively seek opportunities to learn from the feedback, iterate on the project plan, and view challenges as stepping stones toward project success.

## Analysis

### Fixed Mindset Impact:

**Resistance to change:** Team members with a fixed mindset may resist adapting to unexpected challenges, viewing them as threats rather than opportunities.

**Limited collaboration:** Fixed mindsets may hinder collaboration, as individuals may be less willing to seek help or contribute beyond their assigned roles.

**Reduced resilience:** Individuals with a fixed mindset may struggle to bounce back from setbacks, potentially affecting the overall morale of the team.

### Growth Mindset Impact:

**Adaptability and collaboration:** Team members with a growth mindset are likely to embrace challenges, adapt to changing circumstances, and collaborate to find creative solutions.

**Continuous improvement:** A growth mindset fosters a culture of continuous learning, where feedback is seen as a valuable tool for improvement rather than a criticism.

**Enhanced resilience:** Individuals with a growth mindset are more resilient in the face of setbacks, using challenges as opportunities for personal and professional development.

### Discussion Points:

How did the team dynamics differ between those with fixed mindsets and those with growth mindsets?

What role did leadership play in promoting a growth mindset within the team?

How might a growth mindset positively influence the team's ability to navigate challenges and deliver successful outcomes?

What strategies could be implemented to encourage a growth mindset in teams facing similar challenges?