

Career Tips Thursday: Session 40

Cultivating Mindsets for Career Growth

UNWOMEN

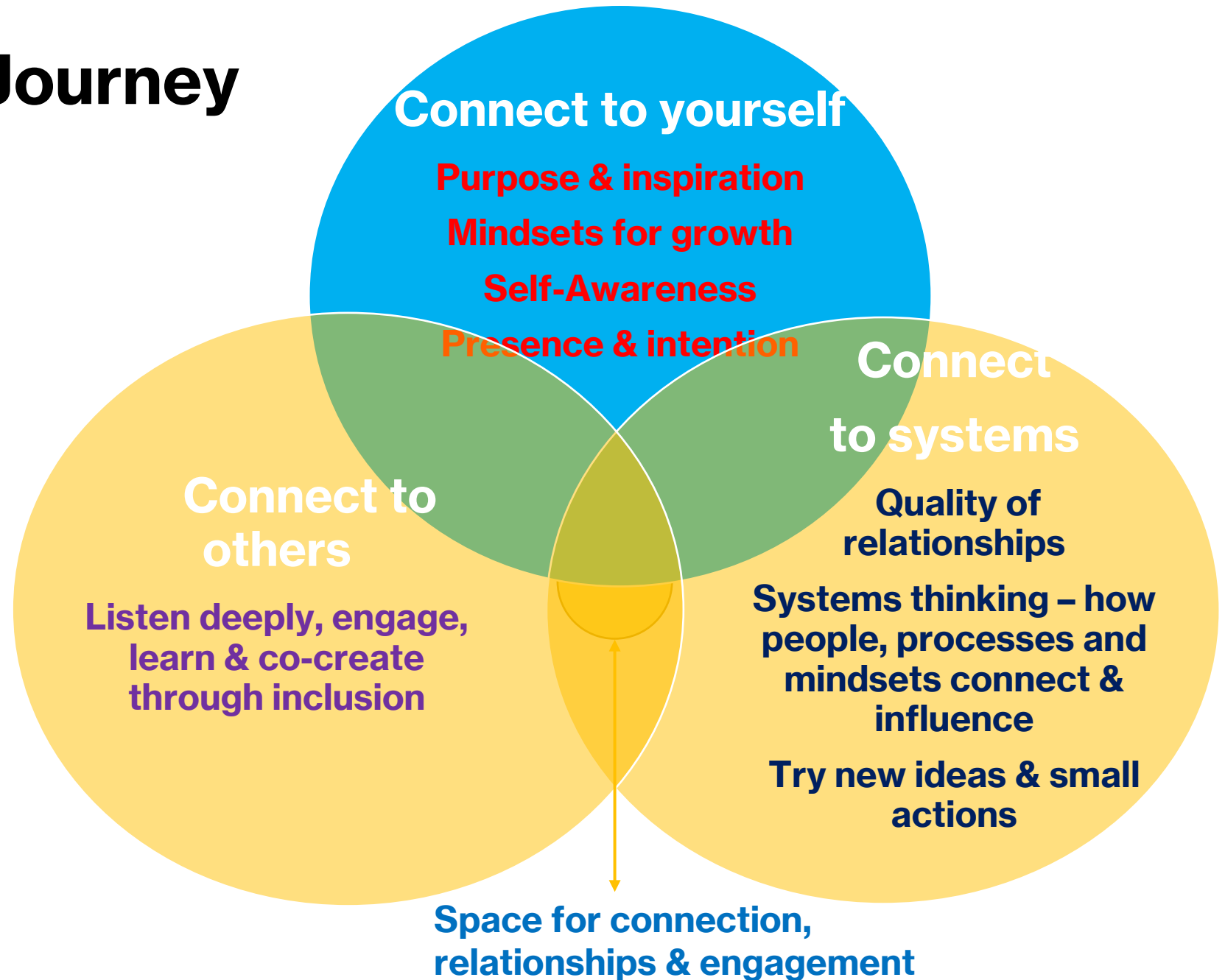


Agenda

- **Explore and reflect on how the mindsets we adopt can shape our experience of change and uncertainty and the actions we choose to take**
- **Experience and apply practices to shift mindsets that foster curiosity, resilience, and growth in support of your career and life journey**

Your Personal Journey

Three Dimensions



Leading with Awareness, Presence & Intention

Mindfulness



To be fully present and engaged in the moment, aware of your thoughts, feelings, body and environment without distraction or judgment.

TAKE A 3 MINUTE MINDFUL PAUSE

To help us be fully present, self-aware and bring intention to our situation / challenge. We respond not react.

1. **PAUSE, MOVE and STRETCH**

2. **TAKE 3 DEEP BREATHS**

3. **OBSERVE** body, thoughts, feelings without judgement

4. **CHECK & SUSPEND** any judgements, assumptions, beliefs or biases you may have

5. **CREATE A POSITIVE INTENTION** of what you wish to learn & create (one action you will apply daily)

6. **REFLECT ON WHAT YOU APPRECIATE** about the people involved in the situation (think of them as a close friend); being part of this planet; and about yourself

7. **VISUALISE WHAT YOU WILL BRING** (eg, empathy, curiosity, openness, humility) to create a safe, inclusive space to connect, dialogue, co-create & transform

8. **WRITE YOUR DOWN YOUR INTENTION**

Our Inner World

Mindsets –Set of beliefs, self-perceptions, assumptions, biases, mental models that is a critical influence on our thinking, behaviour and outlook (and ultimately what we achieve – our potential)

Mental models - how we understand the world

Neuro-science - we can train and rewire our brains

We can shift our mindsets

- adopt a Growth rather than a Fixed mindset
- quieten the inner critic - tune into the inner mentor
- change our beliefs, assumptions, expand our perspectives

We need to be fully present and intentional, reframe, affirm and practice consciously and constantly to change our habits

Mindsets (Carol Dweck)

FIXED MINDSET	MINDSET CHARACTERISTICS	GROWTH MINDSET
SET - YOU HAVE WHAT YOU HAVE	SKILLS+INTELLIGENCE	CAN BE GROWN AND DEVELOPED
HOW THEY LOOK PERFORMANCE FOCUS	MAIN CONCERN	LEARNING / GETTING BETTER PROCESS FOCUS
SOMETHING YOU DO WHEN YOU'RE NOT GOOD	EFFORT	AN IMPORTANT PART OF LEARNING
GIVE UP / CHECK OUT	CHALLENGES	PERSEVERE / WORK THROUGH IT - SHOW MORE GRIT
TAKE IT PERSONAL GET DEFENSIVE	FEEDBACK	LIKE IT / USE IT TO LEARN
HATE THEM / TRY TO AVOID MAKING THEM	MISTAKES	TREAT THEM AS A LEARNING OPPORTUNITY

Our Inner Critic



INNER DIALOGUE

We all have an inner narrative going – the story we tell ourselves.

It has different characters

Voices that **empower** us and help us make expansive choices
- help us become who we are trying to be..

and

voices that **disempower** us with criticism and are not helpful
to our growth

- A major voice is the ‘**inner critic**

How can reframe the “disempowering” to “Empowering?”

Steps:

1. **Identify a Challenge** It could be something you fear or doubt your ability to achieve.
2. **Visualize the Challenge:** Picture yourself facing this challenge. Notice any feelings of fear or doubt that arise. Acknowledge these emotions without judgment.
3. **Reframe the Thought:** Take the negative thought or statement you have about the challenge (e.g., "I can't do this") and reframe it into a positive affirmation (e.g., "I am learning and improving every day").
4. **Visualize Success:** Visualize yourself overcoming the challenge. See yourself learning, growing, and eventually succeeding. Feel the positive emotions associated with this success.
5. **Affirmation:** Repeat the positive affirmation to yourself three times: "I am learning and improving every day."
6. **Journal Reflection:** Write down your experience. Reflect on how reframing the thought may have changed your perspective and how you felt during the visualization.

Your Circle of Excellence



Bring your best at any time when faced with a challenging situation

- Think back to a time when you faced a challenge or a major task and everything came together in responding to it and achieving the desired outcome – when you brought your very best to the situation.
- Review that experience as if a movie, then step into it and really feel, sense, embody what was happening at that time. Notice your thoughts, emotions, your physiology, your actions, your will / spirit.
- Intensify the experience and now take a step forward into your circle of excellence – making a physical gesture as you do (to anchor that experience). Spend 15 seconds there. Then step out.
- Repeat twice more.

➤ **Practice to make a habit so you can bring quickly when you need**

Actions for shifting mindsets

1. Embrace Challenges as opportunities to learn and grow. Take a step at a time.

2. Use Positive Language and Affirmations

Reframe negative thoughts: Replace negative self-talk with positive affirmations - say and see each day

Focus on possibilities: Use language that emphasizes potential and growth.

"Imagine if I could do that, what would I be doing, what steps would have helped me get there".

3. Lead with awareness, presence and intention

- **Take a 3-minute pauses** to be present and create a positive intention and mindset
- **Practice mindfulness, meditation or other well-being activities** (eg connect to nature, music, exercise, arts) that bring well-being, creativity and boost energy.

Actions for shifting mindsets

4. Visualize Success

- **Practice your Circle of Excellence**
- **Mental Rehearsal:** Visualize yourself succeeding in various scenarios to build confidence and reduce anxiety.
- **Vision Board:** Create a vision board with images and words that represent your goals and aspirations.

5. Cultivate Curiosity

- **Ask questions:** Be curious about how things work and why they happen without judgement
- **Lifelong learning:** Commit to continuous learning and self-improvement.
- **Ask for feedback:** Seek out reflections from others you trust to gain different perspectives and insights.

Actions for shifting mindsets

6. Practice Daily Gratitude Write down what you are thankful for. Send a message.

7. Set Realistic Goals Small actionable steps and keep track of progress

8. Celebrate Effort, Not Just Results

9. Surround Yourself with Growth-Minded People

10. Reflect and Adapt

11. Practice Self-Compassion

- **Be kind to yourself:** Treat yourself with the same kindness and understanding you would offer a friend.
- **Acknowledge mistakes:** Recognize that making mistakes is a natural part of the learning process.



Questions

Evaluation form

**Let us know your thoughts
about the session!**

Participant survey: Career Tips
Thursday



CAREER TIPS THURSDAY

