**Growth Mindset**

Student’s name

Institution’s name

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 Evidently, throughout the article, "How Companies Can Profit From a Growth

Mindset" it is asserted, that by implementing underlying implications of the growth mindset, an organization can attain maximum advantages. Phenomenally, the notion of augmenting the overall competencies, skills, and talents of employees has an exacerbated positive impact on the prosperity of the profitability of a company. However, it is a tricky task to convert a fixed-mindset organization into a growth-mindset business, yet there are myriad of ways, through which the process of employees' motivation in this regard can be practiced. The following strategies can augment the pace of implementing growth-mindset to a company; the subject strategies also highlight some measures to determine the intensity of feedback.

* **Commence With A Well-Determined Mind Frame**: In order to become obvious about the direction of motivational efforts, it is indispensable for the manager (in this case for me), to take a closer look of their own practices. Through observing a tenacious evaluation of the manager's own practices, a manager can help other employees to follow the lead in a farfetched expedient manner. The manager needs to encourage employees to make their skills updated on a constant basis; in turn, the innovative devices are developed and can increase efficiency.
* **Pivot Learning Outcomes**: The approach of setting goals is a significant matter, especially, when it comes to encouraging employees to alter their mindsets. Phenomenally, most of the fixed-mindset companies focus on performance-based goals; meanwhile, the growth-mindset advocates the implication of learning-based goals.
* **Emphasize Of Constructive Feedback Policies**: performance praising is an effective tool, but in order to apply it as the feedback approach, one has to be aware of its adverse aspects as well. For this reason, in the case of promoting growth-mindset in an organization, it is imperative to enwrap the idea of giving feedback on efforts instead of natural abilities. Such demeanor will help employees to keep improving their abilities because even for most eminent and excellent performers there is always a room for improvement. Moreover, in such cases constructive and actionable feedbacks are more preferred to coach the overall workforce's endeavors toward a mutual objective, i.e. the implementation of growth-mindset.

**Reference**

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