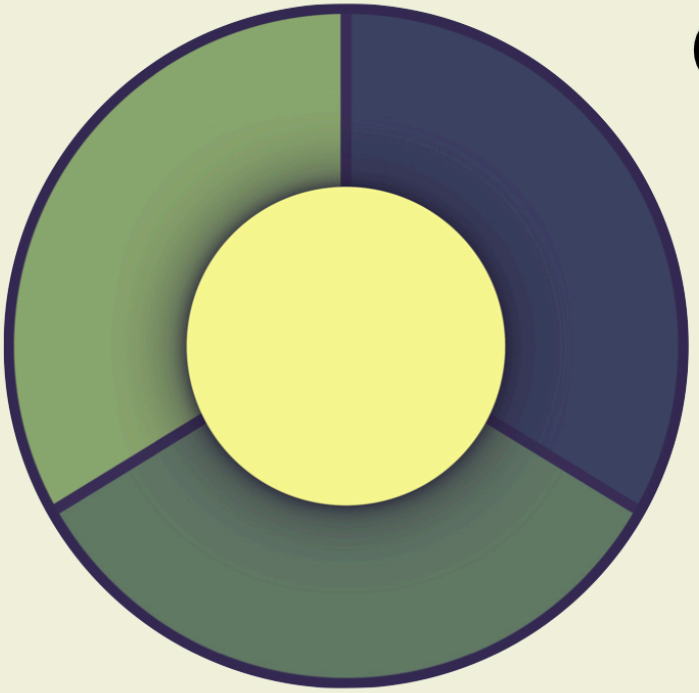

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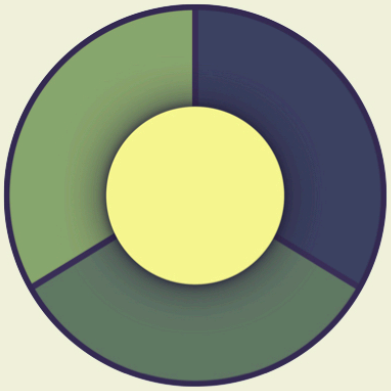

Growth Mindset

The Growth Narrative

I have never done this before!!

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The Growth Narrative

1. Offer the tool focusing on the outcome: More mental preparation and confidence.

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    2. Consistent demonstrations and growth
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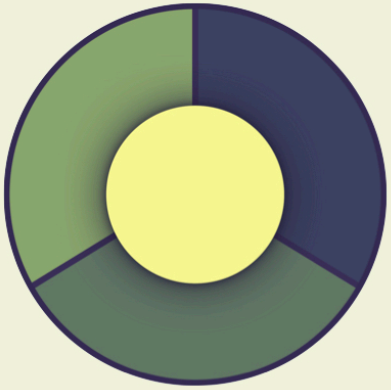
5. Retell the story from the starting point to now.
6. Ask about and explore reaction and application

The Growth Narrative: Reaction

1. What are you experiencing as you hear this played back for you?
2. How has the past prepared you for this challenge?
3. What are you learning about who you are and the challenge you are facing?
4. As you continue to grow in this challenge, who will you become in the next 5 years?



Growth Mindset

Fixed and Growth Mindsets in Coaching

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Fixed Questions

1. Questions, particularly closed, which demonstrate doubt on the part of the coach.

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2. Unprompted open questions that ask about possibility (and subtly express doubt).
3. Questions about the fixed nature of the client. (subtly suggesting or questioning if they are the type of person who can…)

Growth Questions

1. How can you grow to make the most of…?
2. How has your life prepared you for this…?
   (past-to-present narrative question)
3. Who are you becoming through this challenge?
4. What will this challenge demand of you?

Growth Questions

1. How can you grow to make the most of…?
2. How has your life prepared you for this…? (past-to-present narrative question)
3. Who are you becoming through this challenge?
4. What will this challenge demand of you?
5. Questions around learning, growth, and how the client is moving forward as a person.

Fixed Acknowledgements

1. Simple validation statements

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2. “Who they are right now”
3. “You got the right answer”

Growth Acknowledgements

1. Effort-focused acknowledgements
2. Courage and vulnerability acknowledgements

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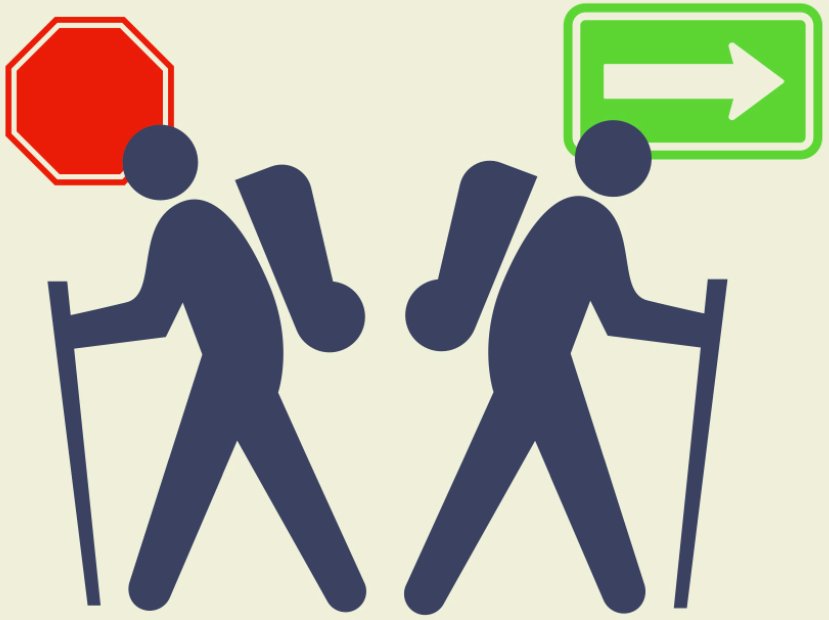
1. Effort-focused acknowledgements
2. Courage and vulnerability acknowledgements
3. Growth acknowledgements
4. Character quality acknowledgements

Consider which you are promoting



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