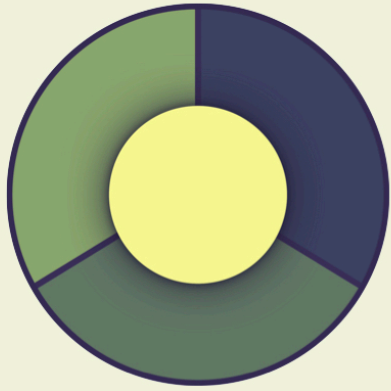


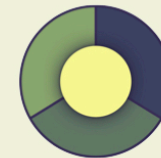
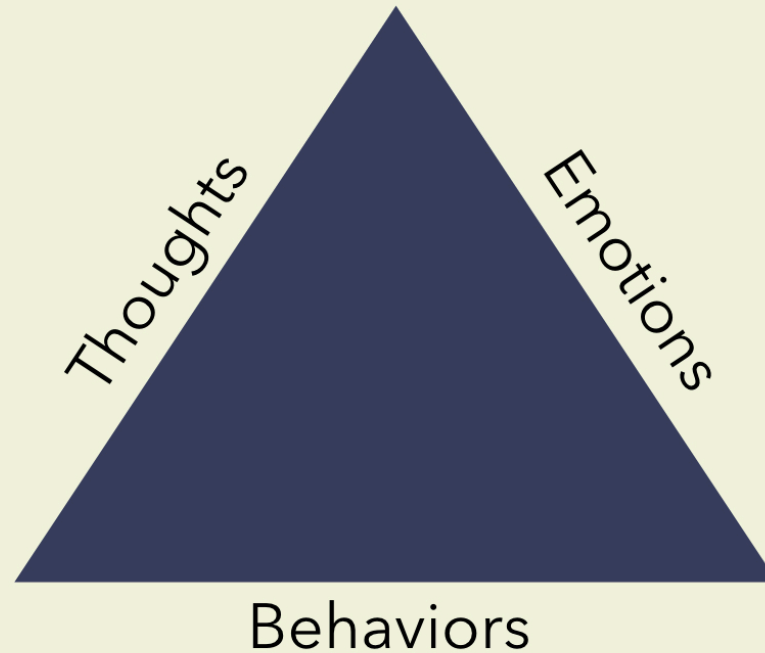
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Mindset Exploration

Mindset Coaching Canvas

Cognitive Behavioral Exploration



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Situation:

Fixed			Growth		
Thoughts	Emotions	Actions	Thoughts	Emotions	Actions

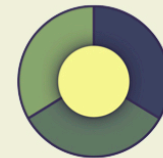


When to Explore Fixed and Growth Language?



When we hear fixed language that seems to be clearly getting in the way of a client seeing their situation as overwhelming or impossible.

We want to address mindset before
“solving the problem”



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Situation: Taking on this interim leadership role

Fixed			Growth		
Thoughts	Emotions	Actions	Thoughts	Emotions	Actions
I have never done this before					
I'm not that kind of leader.					
They have so much of a head start on me					



Situation: Taking on this interim leadership role

Fixed			Growth		
Thoughts	Emotions	Actions	Thoughts	Emotions	Actions
I have never done this before	Fear				
I'm not that kind of leader.	Helpless				
They have so much of a head start on me	Hopelessness				



Situation: Taking on this interim leadership role

Fixed			Growth		
Thoughts	Emotions	Actions	Thoughts	Emotions	Actions
I have never done this before	Fear	Not try			
I'm not that kind of leader.	Helpless	Think about a different career track			
They have so much of a head start on me	Hopelessness	Ask my manager to have my peers take this on			



Situation: Taking on this interim leadership role

Fixed			Growth		
Thoughts	Emotions	Actions	Thoughts	Emotions	Actions
I have never done this before	Fear	Not try	This is a new way to stretch myself		
I'm not that kind of leader.	Helpless	Think about a different career track	This is the type of leader I want to become!		
They have so much of a head start on me	Hopelessness	Ask my manager to have my peers take this on	I could learn from others who have more experience		



Situation: Taking on this interim leadership role

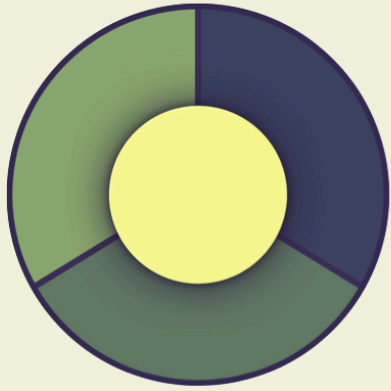
Fixed			Growth		
Thoughts	Emotions	Actions	Thoughts	Emotions	Actions
I have never done this before	Fear	Not try	This is a new way to stretch myself	Curious?	
I'm not that kind of leader.	Helpless	Think about a different career track	This is the type of leader I want to become!	Determination	
They have so much of a head start on me	Hopelessness	Ask my manager to have my peers take this on	I could learn from others who have more experience	Embarrassed ...but hopeful	



Situation: Taking on this interim leadership role

Fixed			Growth		
Thoughts	Emotions	Actions	Thoughts	Emotions	Actions
I have never done this before	Fear	Not try	This is a new way to stretch myself	Curious?	Just see if I can do it
I'm not that kind of leader.	Helpless	Think about a different career track	This is the type of leader I want to become!	Determination	Do the work outside of my comfort zone
They have so much of a head start on me	Hopelessness	Ask my manager to have my peers take this on	I could learn from others who have more experience	Embarrassed ...but hopeful	Work with my peers to learn from their experience

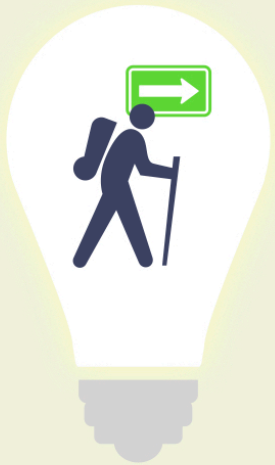




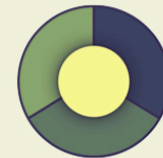
Mindset Exploration

Highlighting Mindset
Development

Teaching vs. Coaching



Teaching Fixed and Growth Mindsets has been shown to make a difference in an education setting. But coaches are not teachers

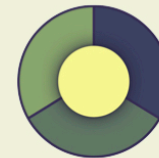


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Teaching vs. Coaching

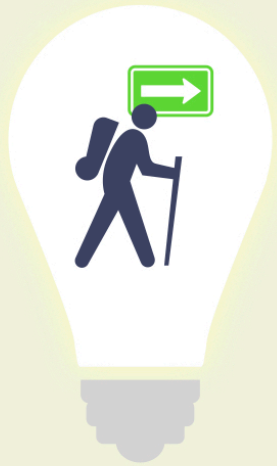


The coaching approach highlights and asks questions about development over time in order to build awareness and cultivate a Growth Mindset.



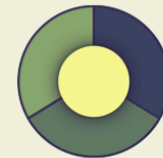
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Highlighting Growth



In a session:

1. Make an observation about shift from fixed language to growth language at the end of the session.
2. Highlight how this is related to the Fixed/Growth Mindset concept.
3. Explore learning around this concept and the shift



Highlighting Growth

In a series of sessions:

1. Listen for change with fixed language over a series of sessions (note this language in your early sessions)
2. Highlight growth in the areas where the fixed language was present.
3. Ask questions about the journey—especially, “What would you tell the earlier version of yourself?”

