



Your Superpower!

LUEMO

WORKPLACE WELLBEING

Having a growth mindset is a superpower because it can unlock personal growth, career progression, better relationships, financial rewards, and higher levels of resilience. What's not to love about that?

The term 'growth mindset' was first coined by a researcher* when studying why some students are more successful than others. Students' attitude toward challenge and failure made all the difference, with successful students enjoying challenge and seeing failure as a way of spurring growth. The growth mindset concept has been since expanded to include the idea that everyone has the capacity to grow through hard work, experience, good strategy and help from others.

The growth mindset is opposite to the concept of 'fixed mindset' which is based on the belief that you cannot change your fundamental characteristics, for example, your 'place' in the world, level of intelligence or creativity. That's no fun!

One truth is that we all have the fixed and growth mindsets inside us – the trick is to

feed the growth mindset and listen to what it is telling you about where you can go.

How to cultivate your personal growth mindset.

✓ **Think about what it is you want from life.**

What are the dreams you dare to dream? If nothing could stop you from achieving what you want, what would you go after?

✓ **Listen to your growth mindset.**

"With the right work, strategies and help from others it is entirely possible I can achieve what I want".

✓ **Challenge your fixed mind set internal dialogue.**

"I come from a poor family and I'll always be poor", "I'm too shy to be a leader and will never be in management". The past is behind you. You can take control of where you are going.

✓ **Know that you are on an individual journey.**

Growth is a journey and will take time. Your journey is unique so don't waste time or angst comparing yourself to others.

✓ **Reach out.**

Ask for help, talk to a mentor, share your goals with a supportive and trusted friend, tell your manager what you want. Winners reach out.

✓ **Challenge yourself and put in the hard work.**

If you want to rise to a leadership position get some coaching, learn about leadership, and change your behaviour

✓ **Reframe setbacks as a learning experience.**

Remind yourself that setbacks and problems are challenges to be overcome and will spur growth.

✓ **Take action.**

Enrol in that course, ask for the promotion, change your behaviour. Dreaming without action will not get you anywhere.

**Researcher Dweck, Stanford University*

To sleep...

If you are still unconvinced of the benefits of getting enough sleep, read on...*"Routinely sleeping less than 6 or 7 hours a night demolishes your immune system, more than doubling your risk of cancer. Insufficient sleep is a key lifestyle factor determining whether you will develop Alzheimer's disease. Inadequate sleep, even moderate reductions for just one week – disrupts blood sugar levels*



so badly that you would be classified as pre-diabetic". Wow...that's pretty bad, to say the least!!

**Matthew Walker – Professor of Neuroscience and world authority on sleep.*

The good grains

While a lot can be said for lowering your carb intake, make sure you are not missing out on the right kinds of grains. **Choose whole grains such as oatmeal, whole wheat bread and brown rice. Refined grains such as white bread and white rice act like sugar in the body. Eating too many refined grains can raise the risk of heart disease and type 2 diabetes.*

**Harvard Health Publishing, Harvard Medical School*

