



Welcome

Business Breakfast

Tuesday, 30 October 2018

Permanent and Temporary Staffing Solutions

Commercial - Professional - Industrial

- * Business Support
- * Customer Service
- * Call Centre

- * Finance
- * Accounting
- * Sales & Marketing

- * Human Resources
- * General Executive
- * Warehouse & Logistics



We're winners!

Bayside Business Awards 2018 Professional Services Category



High Performance Habits:

A short cut to excellence



High Performance Habits

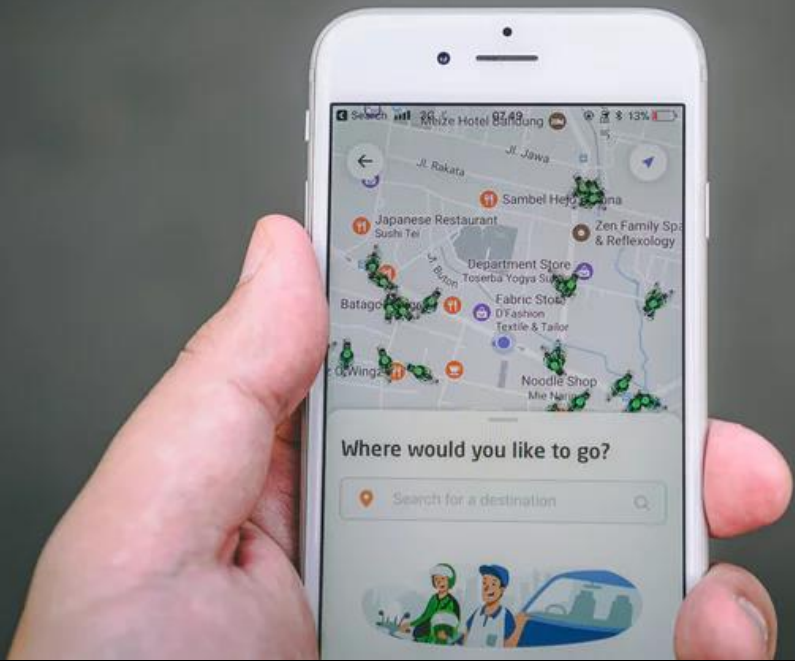
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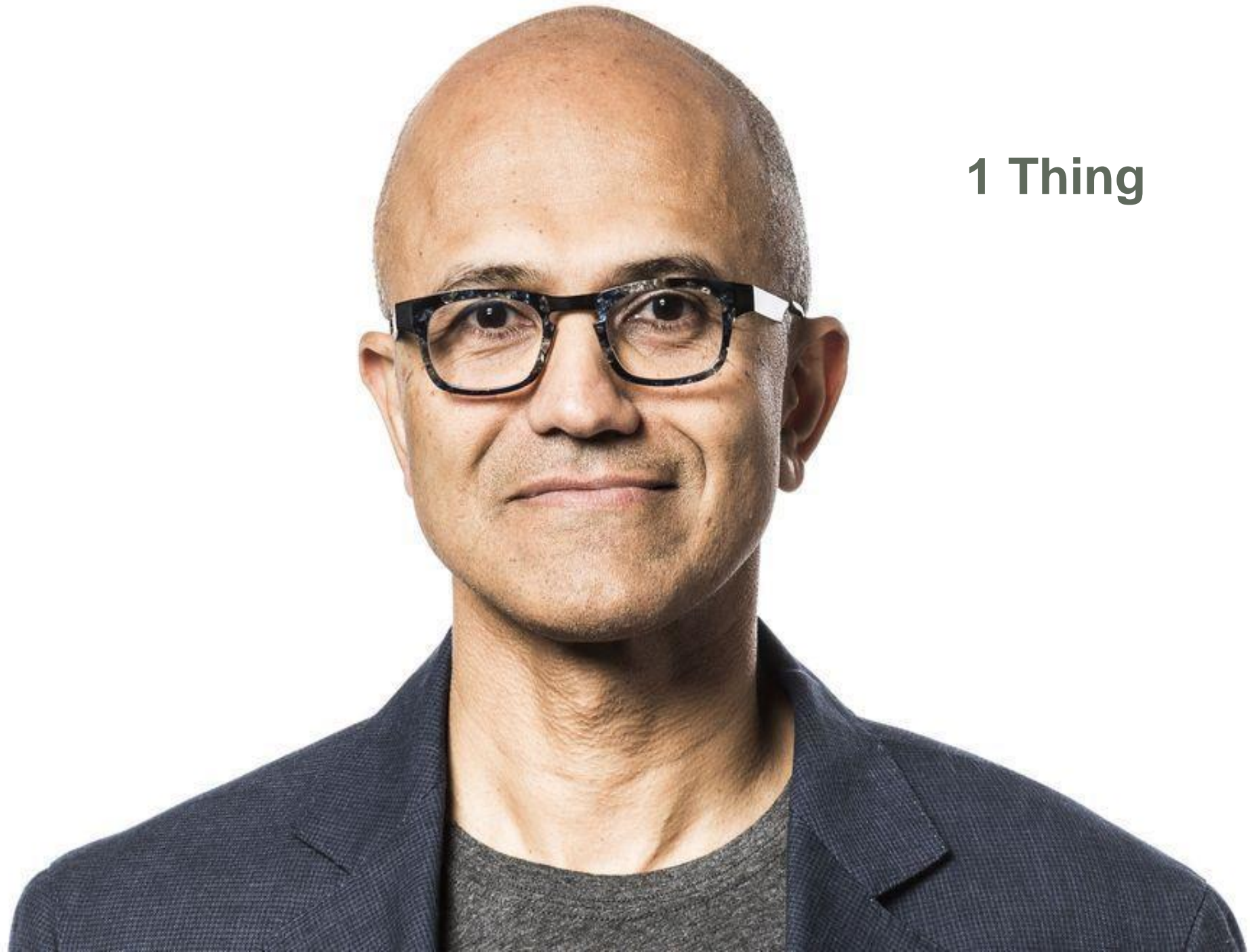
July
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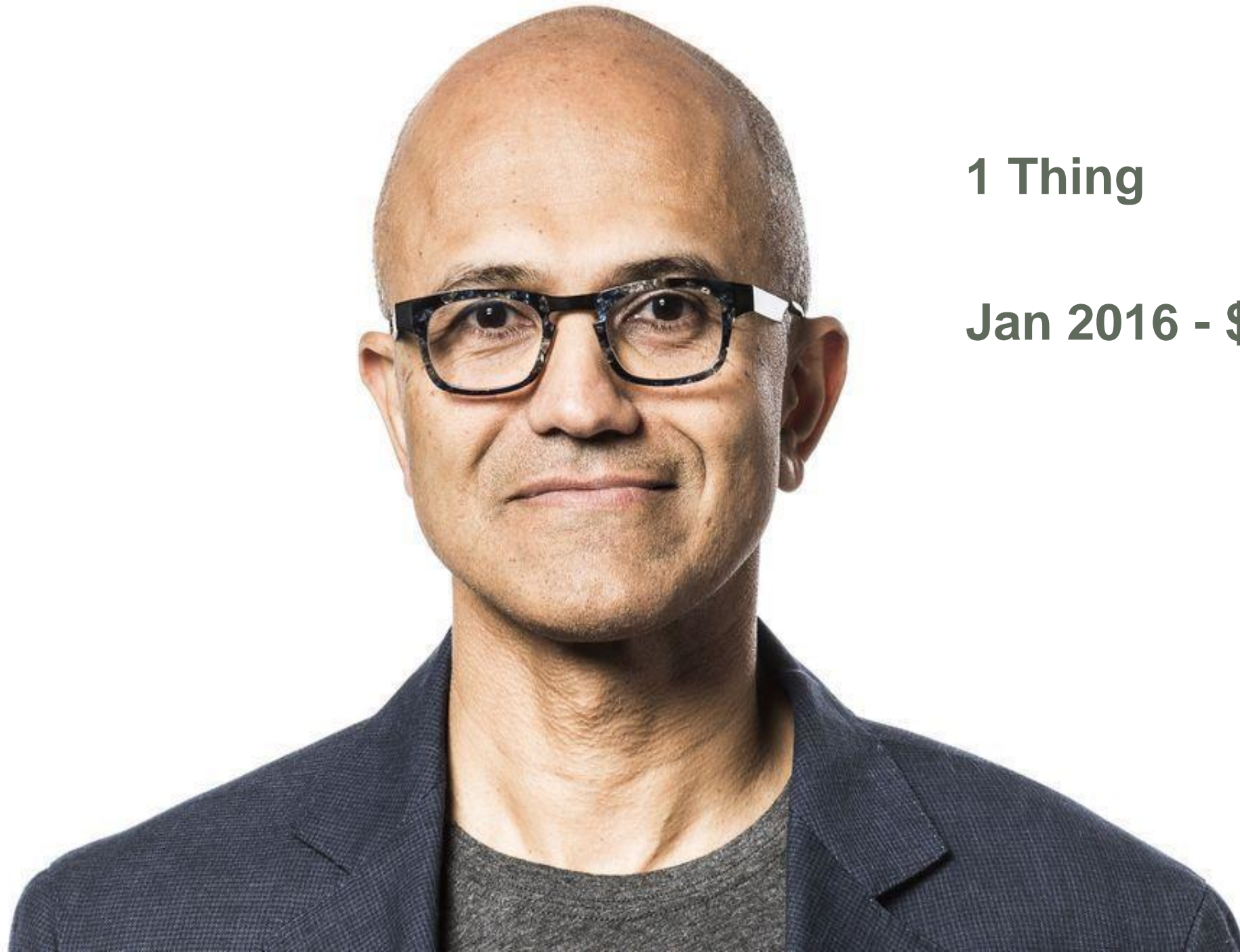






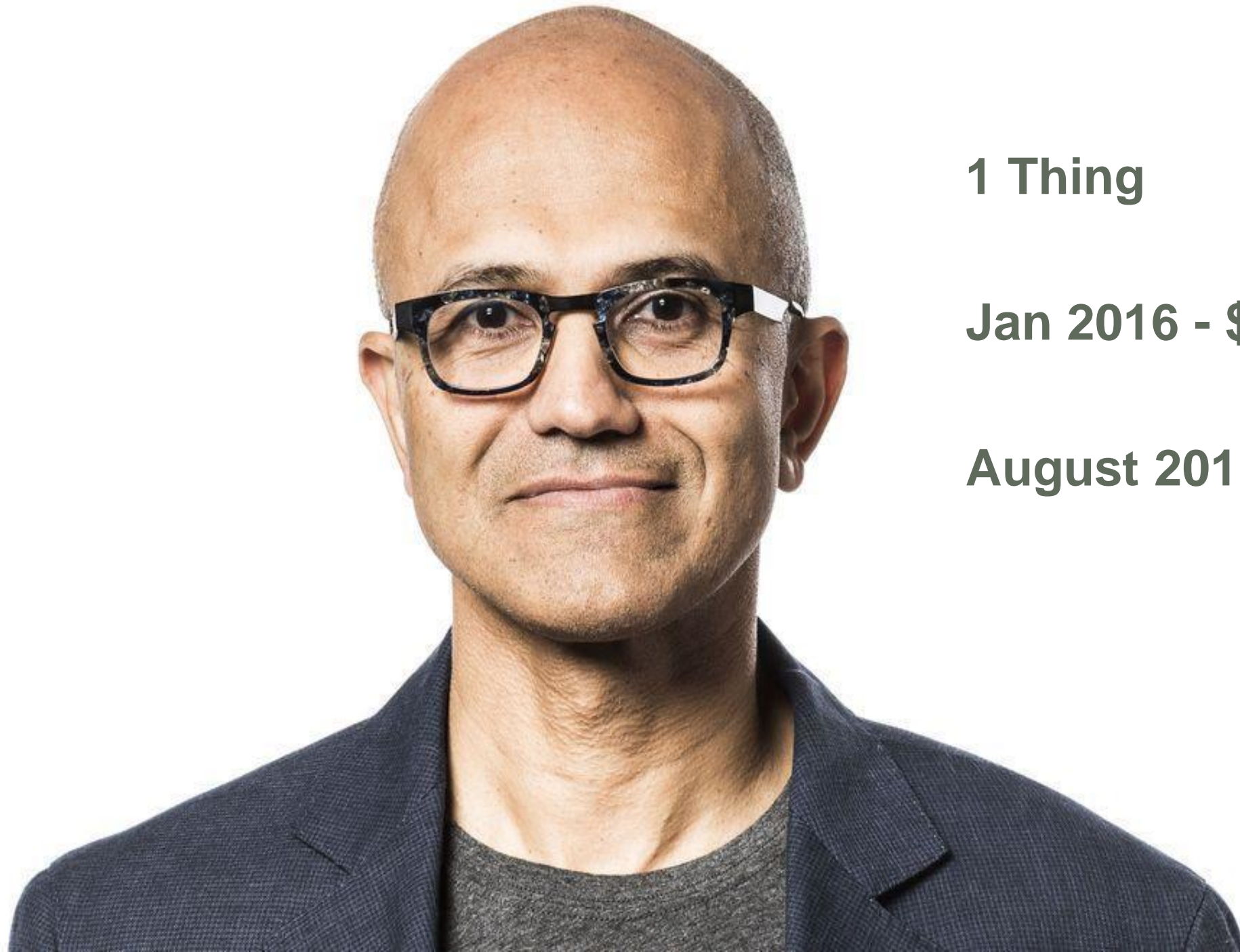


1 Thing



1 Thing

Jan 2016 - \$52



1 Thing

Jan 2016 - \$52

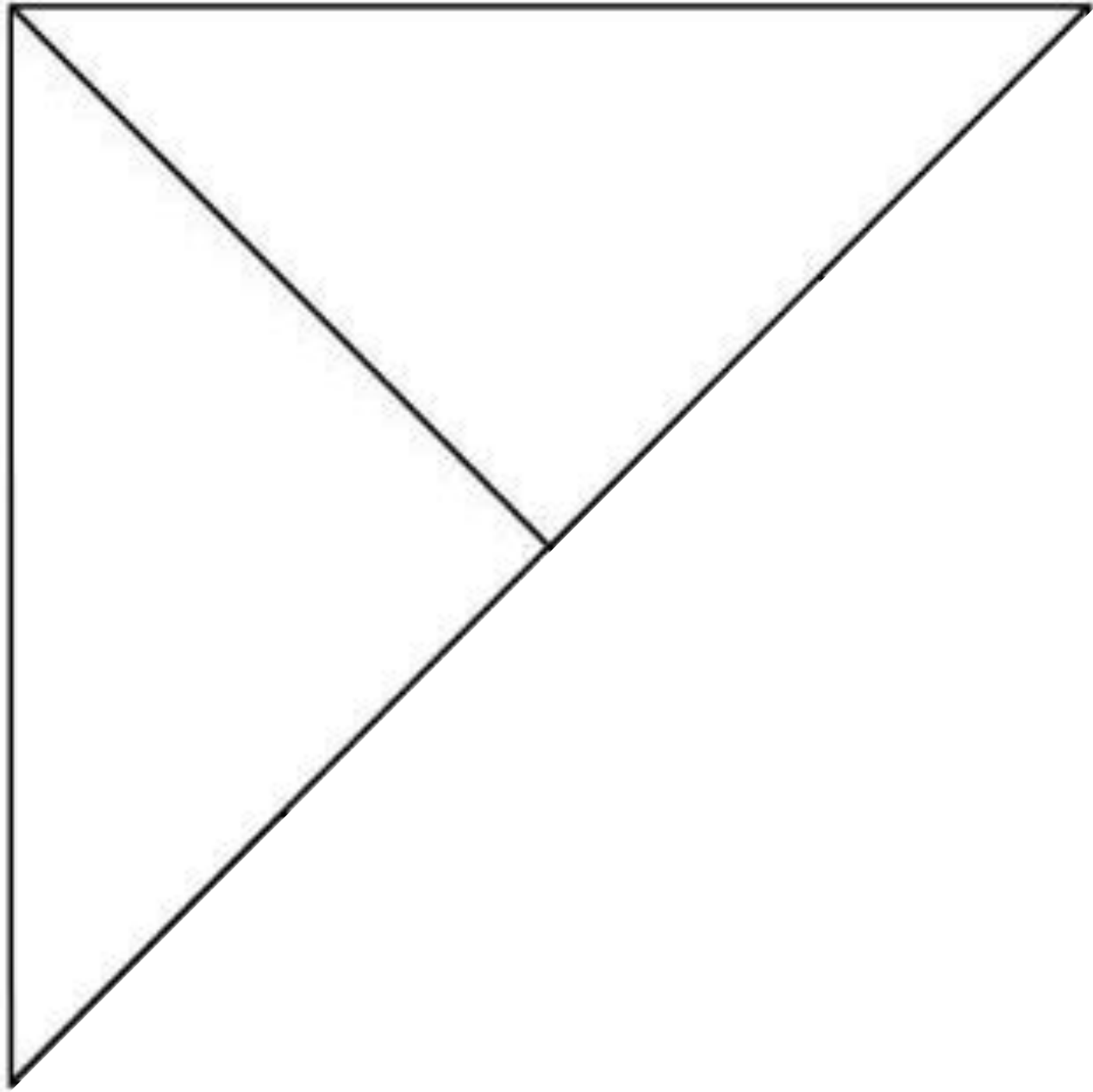
August 2018 - \$112

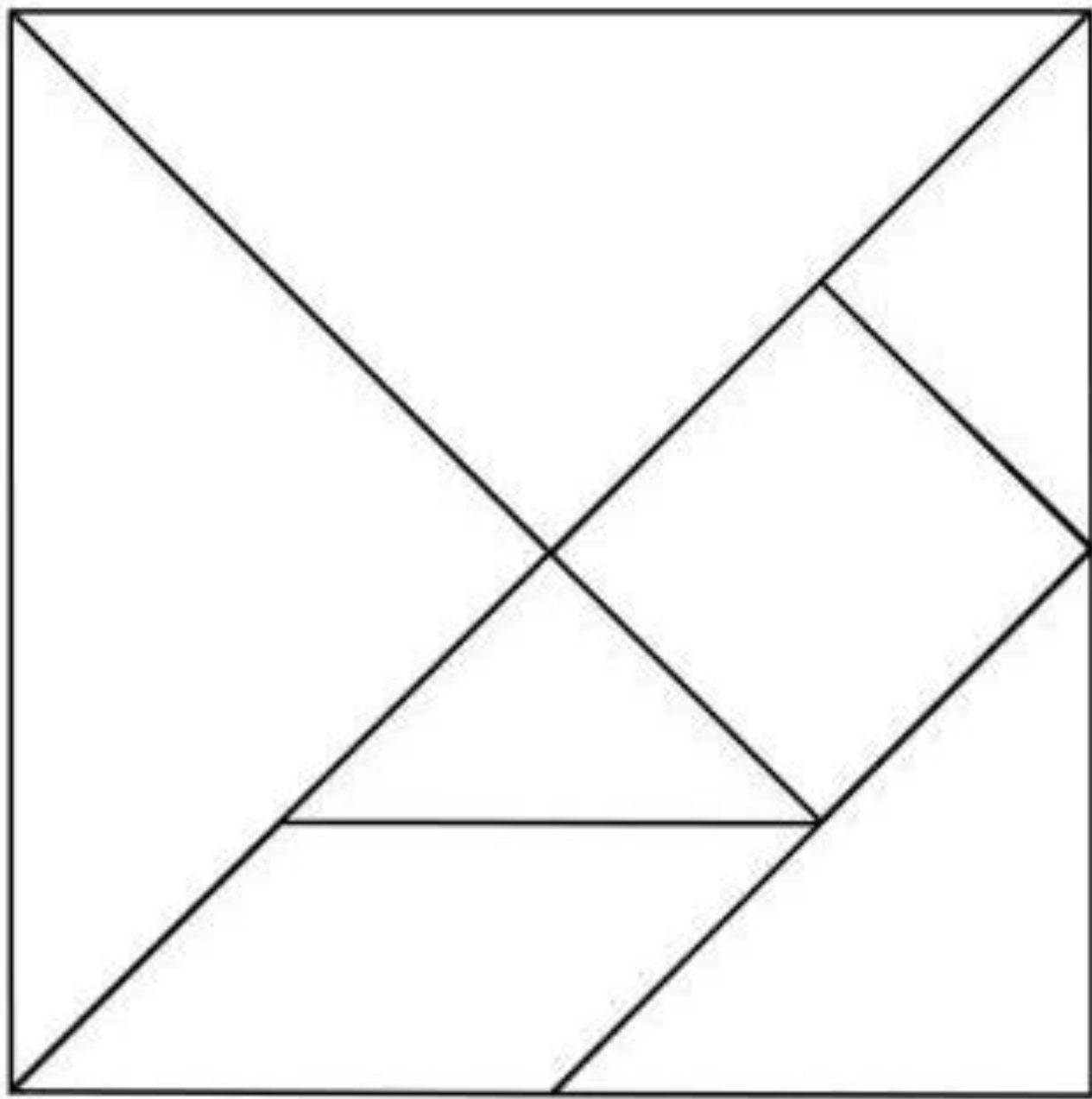
Agenda

- What is mindset?
- Why does it matter?
- How can we practically implement these insights?



A Psychology Experiment





Dr Carol Dweck



Professor of Psychology
Stanford University

Dr Carol Dweck

RESULT

Low
Performance

High
Performance

Dr Carol Dweck

BEHAVIOUR



RESULT

Low
Performance



High
Performance



Dr Carol Dweck

BEHAVIOUR



RESULT

Give up easily

Avoid new challenges



Low
Performance

Persist longer

Seek new challenges



High
Performance

Dr Carol Dweck





Persist?

**Accept new
challenges?**

Dr Carol Dweck

BELIEF



BEHAVIOUR



RESULT



Give up easily
Avoid new challenges



Low
Performance



Persist longer
Seek new challenges



High
Performance

Dr Carol Dweck



Growth Mindset



Growth Mindset

?

BELIEF

BEHAVIOUR

RESULT

My ability...
is **FIXED**

Give up easily
Avoid new
challenges

Low
Performance

My ability...
can **GROW**

Persist longer
Seek new
challenges

High
Performance

Growth Mindset

LANGUAGE



BELIEF



BEHAVIOUR



RESULT

My ability...
is **FIXED**



Give up easily
Avoid new
challenges



Low
Performance

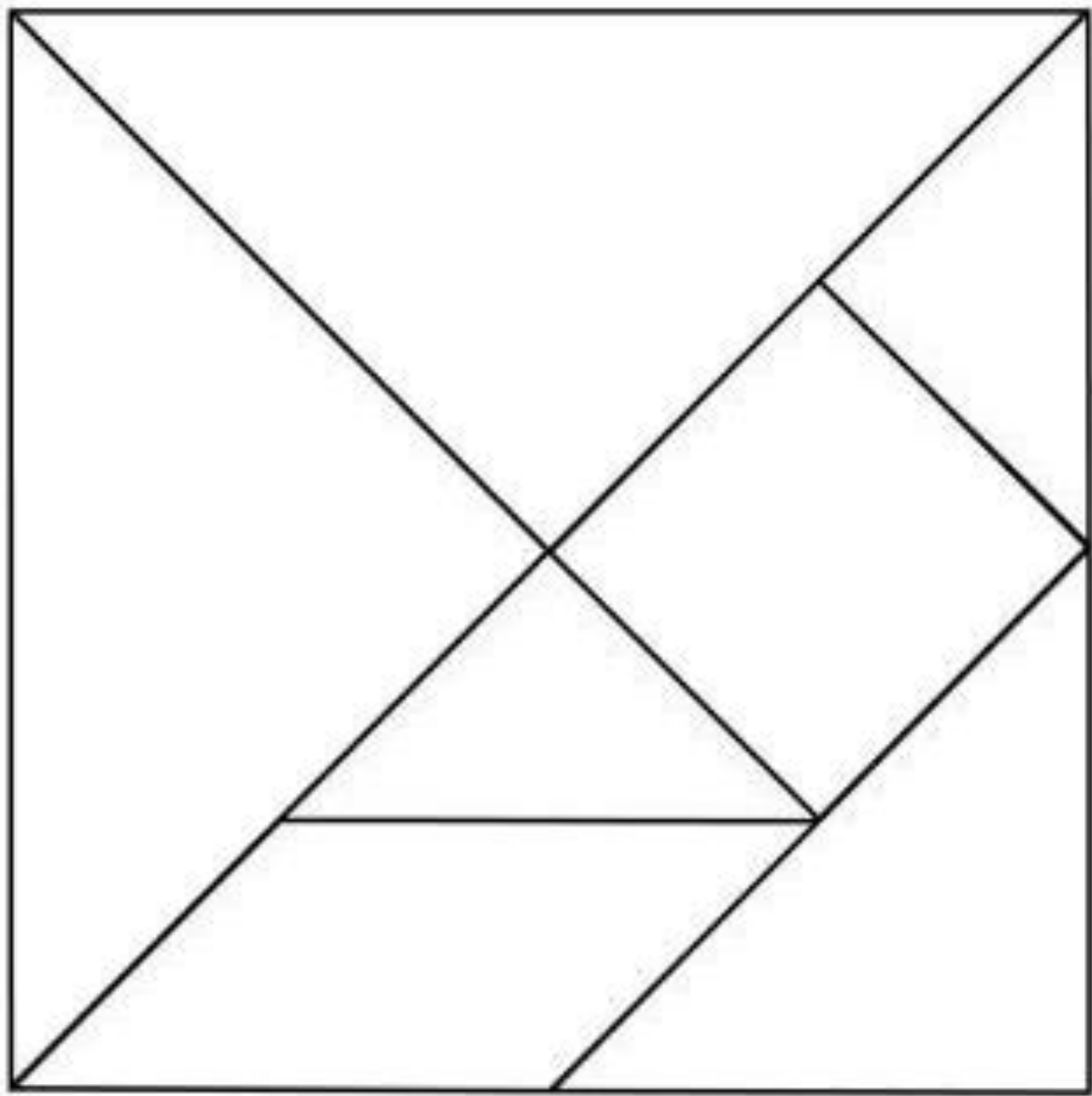
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Persist longer
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challenges



High
Performance





Instruction 1:

You are about to solve a puzzle.

The purpose of this exercise is for you to **learn** about and **reflect** on how your brain tackles a problem like this.

There is no right way to approach this task. So please, think of it as a **game**, do your best and have some **fun**.

Most important is what you **learn along the way**.

Instruction 2:

You are about to **attempt** to solve a puzzle.

This particular puzzle dates back to the 1940s and has been used by psychologists for decades to understand people's **levels of intelligence**.

According to Professors such as Martin Seligman (Columbia University) and Amy Cuddy (Harvard Business School), how quickly and successfully you can do this **correlates with multiple indicators of intelligence**.

It is a race. It will be interesting to see how you **compare to your colleagues!**

You will **only** have 5 minutes.

Fixed vs Growth Mindsets

Where in your life have you had a:

- *Fixed mindset*
- *Growth mindset*

A large, dense pile of unsorted puzzle pieces in various colors including yellow, orange, green, blue, red, and brown. The pieces are scattered across the entire frame, creating a complex, textured background. A semi-transparent white rectangular box is overlaid on the right side of the image, containing the text 'Puzzles @ WORK'.

**Puzzles @
WORK**



You?
Your team?



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Growth Mindset

LANGUAGE



BELIEF



BEHAVIOUR



RESULT

My ability...
is **FIXED**



Give up easily
Avoid new
challenges



Low
Performance

My ability...
can **GROW**



Persist longer
Seek new
challenges



High
Performance

Scenarios

Scenarios

Despite putting in your best efforts, you fail to deliver on your core priorities in this quarter.

You receive negative feedback on your performance from a senior leader you respect.

At the last minute, a colleague asks you to deliver an important presentation on a topic you do not know much about.

Despite putting in your best efforts, you fail to deliver on your core priorities in this quarter.

Fixed Mindset

"My team did not support me at all. I was all alone in this, of course I couldn't deliver."

"I don't think I'm up to this. It's too hard."

"I guess I'm not that smart, now everyone else knows."

Growth Mindset

"Regardless of what anyone else does, what can I personally **LEARN** from this result and put into practice next quarter?"

"I haven't nailed this **YET**. Who is there I can get some extra guidance from?"

"This has nothing to do with intelligence. Challenges and setbacks are a natural part of the path to success – that's how I get **BETTER**"

Scenario - Your Team

You need to give some feedback to a colleague about performance they could improve.

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Fixed Mindset

"Let's look at your results."

"Your performance is not at the expected level."

"What went wrong?"

Growth Mindset

"Let's look at the results and more importantly, what we can **LEARN** from them."

"Your performance is not at the expected level **YET**."

"What lessons did we learn, and how can we do **BETTER** next time?"

The Habit of Growth Mindset

Cue: an obstacle or failure

Routine: use words YET/LEARN/BETTER

Reward: feel motivated and persist



Questions



Thank you for attending...

We appreciate your feedback

Please give your completed form to a
Recruitment Edge team member