

Career Growth Mindset

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Appointments
Events
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Info Sessions

Chat Storm Practice

Let's get to know who is here today:

- Where are you broadcasting from today?
- What program did you graduate from?
- What year did you graduate?

Agenda

- What is Mindset
- What is a Career
- What is a Growth Mindset
- How to nurture a Career Growth Mindset
- Growth mindset practices for building, leveling up and uncovering what you want in your career



Mindset Is Your SuperPower

“a mindset is defined as a mental frame or lens that selectively organizes and encodes information, thereby orienting an individual toward a unique way of understanding an experience and guiding one toward corresponding actions and responses”

Adapted from Carol Dweck

- Awareness
- Choice
- More of what you want



Pesky Career Questions

Pesky Questions:

- What do you do?
- What line of work are you in?
- What do you do for a living?

- **Answer: Job Title (What am I doing)**
 - Doctor or Plummer

- **Mindset Reframe (Who am I being)**
 - “I use my hands to help people live their best life comfortably”

What ~~can~~ will you do with your career?

A Career is not a job or even a series of jobs; a career is the accumulation of your life experiences and skills. You can judge its success by how you feel in it. It's something you get to build, and, if you ignore it, it gets built for you.

Kerri Twigg, The Career Stories Method, 2021



Canadian Education and Research Institute for Counselling (CERIC, 2019)

Guiding Principles of Career Development



THE WORD "CAREER" COMES FROM THE LATIN FOR CART OR CHARIOT (CARRUS), A MEANS TO CARRY YOU FROM ONE POINT TO ANOTHER. A CAREER IS ABOUT THE LIFE YOU WANT TO LEAD – NOT JUST A JOB, OCCUPATION OR PROFESSION. IT INVOLVES DECIDING AMONG POSSIBLE AND PREFERRED FUTURES. IT ANSWERS: "WHO DO I WANT TO BE IN THE WORLD?," "WHAT KIND OF LIFESTYLE AM I SEEKING?" AND "HOW CAN I MAKE AN IMPACT?"

AS CANADIANS, WE LIKE THE METAPHOR OF A CANOE TO REPRESENT OUR CAREERS – WE USE IT ON OUR JOURNEY, WE STOCK IT WITH THE TOOLS WE NEED, AND WE PROACTIVELY STEER IT TO OUR DESTINATION; SOMETIMES WE FACE RAPIDS, AND AS CONDITIONS CHANGE SO MIGHT OUR COURSE.



OVERNIGHT SUCCESS



What our brain hides from us!

Illusion of Success

- Focus on what we don't have
- Not good enough thinking
- Prevents us from choosing what we want

Success Mindset Reframe

- Tap into your strengths
- Try and fail to build resilience
- Engage your curiosity
- Make changes
- Seek what you want

Growth vs Fixed Mindset

Fixed Mindset:

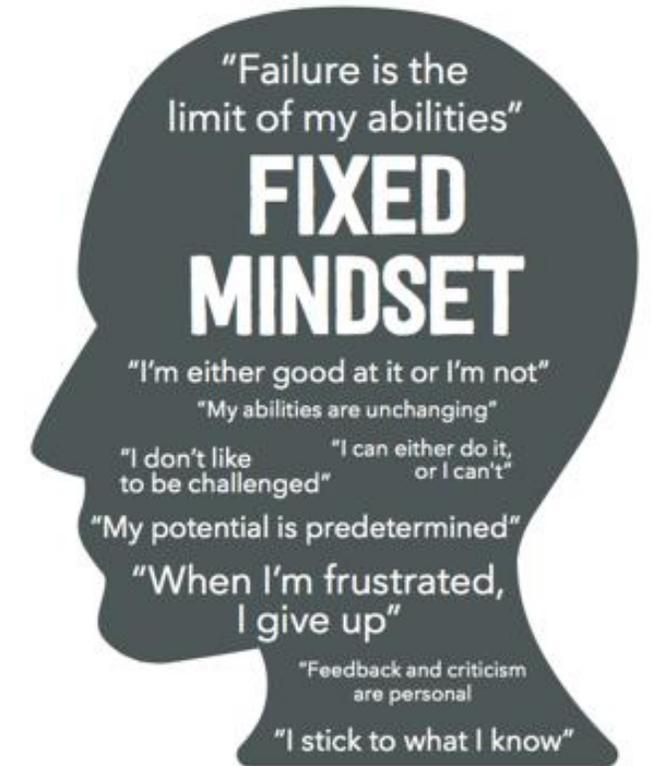
- Intelligence is static
- Leads to a desire to 'look' smart

Growth Mindset:

- Intelligence can be developed
- Leads to a desire to learn

Mixed Mindset :

- Truth is we all engage in both



Chat Storm Reflection

Can you recall a time or situation when you exhibited a Fixed Mindset?
What were you telling yourself (thinking, feeling)?

Please share in the chat box, a familiar thought....

- I am not good at this
- I give up
- This is too hard
- I can't make this any better
- I just can't do it
- I make mistakes
- She is so smart, I will never be that smart
- It's good enough
- Plan "A" didn't work, I failed.

Chat Storm Reflection.

Can you recall a time or situation when you exhibited a Growth Mindset?
What were you telling yourself (thinking, feeling)?

Please share in the chat box, a familiar thought...

- What am I missing
- I'm on the right track
- I'll use some of the strategies we've learned
- This may take some time and effort
- I can always improve, or I'll keep trying
- I'm going to train my brain in Math
- I'm going to figure out how she does it
- Is it really my best work?
- Good thing the alphabet has 25 more letters!

Characteristics of Career Growth Mindset

- **Skills** are development opportunities
- **Challenges** explore potential
- **Effort & Feedback** lead to achievement
- **Setbacks** support learning & build resilience
 - FAIL is a **F**irst **A**ttempt **I**n **L**earning

FIXED MINDSET		GROWTH MINDSET
<ul style="list-style-type: none">• SOMETHING YOU'RE BORN WITH• FIXED	SKILLS	<ul style="list-style-type: none">• COME FROM HARD WORK.• CAN ALWAYS IMPROVE
<ul style="list-style-type: none">• SOMETHING TO AVOID• COULD REVEAL LACK OF SKILL• TEND TO GIVE UP EASILY	CHALLENGES	<ul style="list-style-type: none">• SHOULD BE EMBRACED• AN OPPORTUNITY TO GROW.• MORE PERSISTANT
<ul style="list-style-type: none">• UNNECESSARY• SOMETHING YOU DO WHEN YOU ARE NOT GOOD ENOUGH	EFFORT	<ul style="list-style-type: none">• ESSENTIAL• A PATH TO MASTERY
<ul style="list-style-type: none">• GET DEFENSIVE• TAKE IT PERSONAL	FEEDBACK	<ul style="list-style-type: none">• USEFUL• SOMETHING TO LEARN FROM• IDENTIFY AREAS TO IMPROVE
<ul style="list-style-type: none">• BLAME OTHERS• GET DISCOURAGED	SETBACKS	<ul style="list-style-type: none">• USE AS A WAKE-UP CALL TO WORK HARDER NEXT TIME.

Career Growth Mindset

- Are you in a job search?
- Feeling the effects of the Iceberg Illusion?
- Notice how our thinking can limit are success or push it.

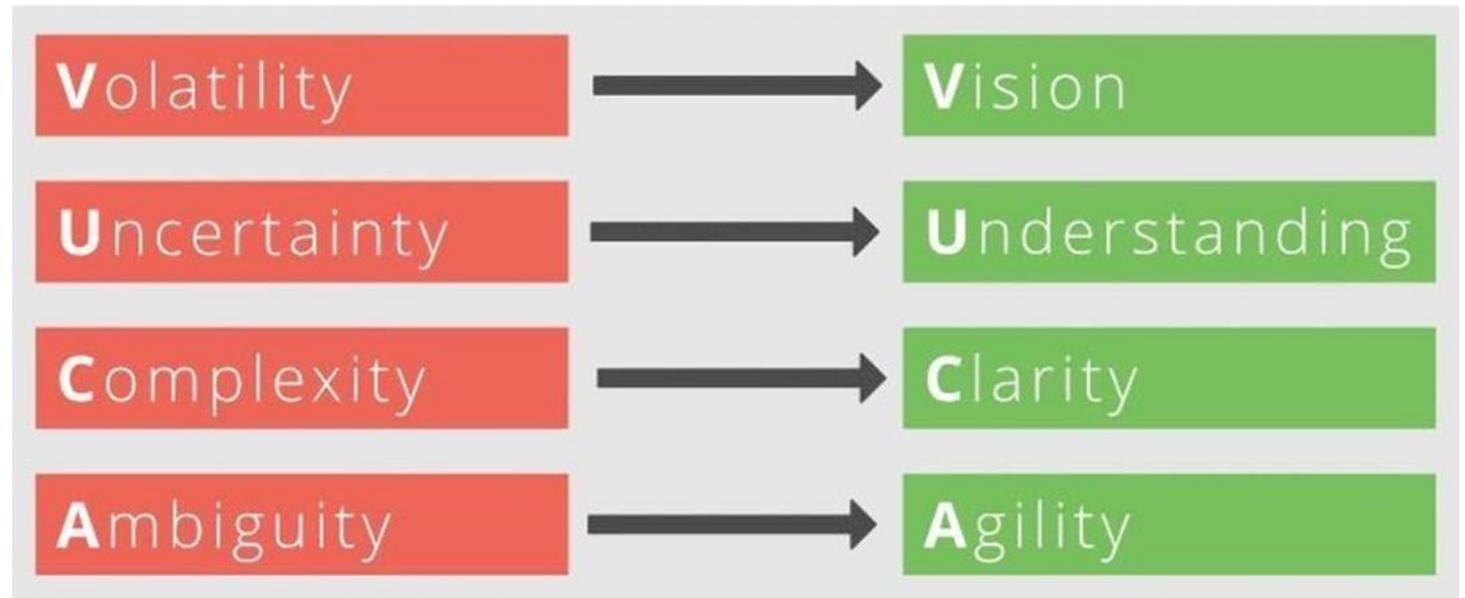
FIXED VS. GROWTH MINDSET WHEN JOB SEARCHING

Job Search Activity	How fixed mindset candidates respond	How growth mindset candidates respond
Networking	"I'm not good at networking -- I'll just apply to jobs online."	"I know networking significantly improves my chances of getting hired. I can get better at it -- and feel better about it -- with practice."
Interviewing	"I'm pretty good in interviews already."	"I can be amazing at interviews with more practice."
Missing Credentials	"I'll settle for jobs that don't require a new credential."	"If this is the job I really want, I can do what it takes to get the credential or comparable experience."
Rejection	"Maybe I'll never get an offer."	"I can learn what went wrong, do better next time, and become more resilient in the process."
Accepting The Offer	"I don't want to know if anything's wrong with it, just gimme the job!"	"I want to know if my future boss and company culture are growth mindset too."

21st Century Disrupters.

- Artificial Intelligence
- Climate Change
- Sustainability
- Globalization
- Social Consciousness

VUCA



Say Goodbye to 20th Century **Jobs**

Top-down hierarchies

Competing for Market Share

Silo/Function-based work

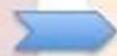
Organization-centric

Command & Control

Hierarchy

Work-Life balance

30 Years in One Career



Welcome to 21st Century **WORK**

Nimble organization, transparent
communication

Creating New Markets

Project-based work

People-centric

Trust-based

Networks & Relationships

Life-work

10+ Careers by 40

How to Foster a Career Growth Mindset in the 21st Century

- **Embrace Failure**
 - See adversity and setbacks as learning opportunities
 - Use curious questions to learn, grow and improve
 - Notice how learning from experience helps with future goal-achievement
- **Ask for Feed Back**
 - Practice receiving constructive criticism
 - Value input from those you respect
 - Notice how input shapes who you are becoming and what is possible
- **Challenging Yourself**
 - See Challenges as an opportunity
 - Surprise yourself, take on challenges as they arise
 - Notice what that effort and determination can make possible



Practices to build Your Career Growth Mindset Muscle

1. Leverage Your Self-Insight

- Know the value you bring to your work.
 - Understand your values, interests, **skills**, and **strengths**
 - Notice your **ambitions** and use them to guide your **career decision-making** and mastery
- 

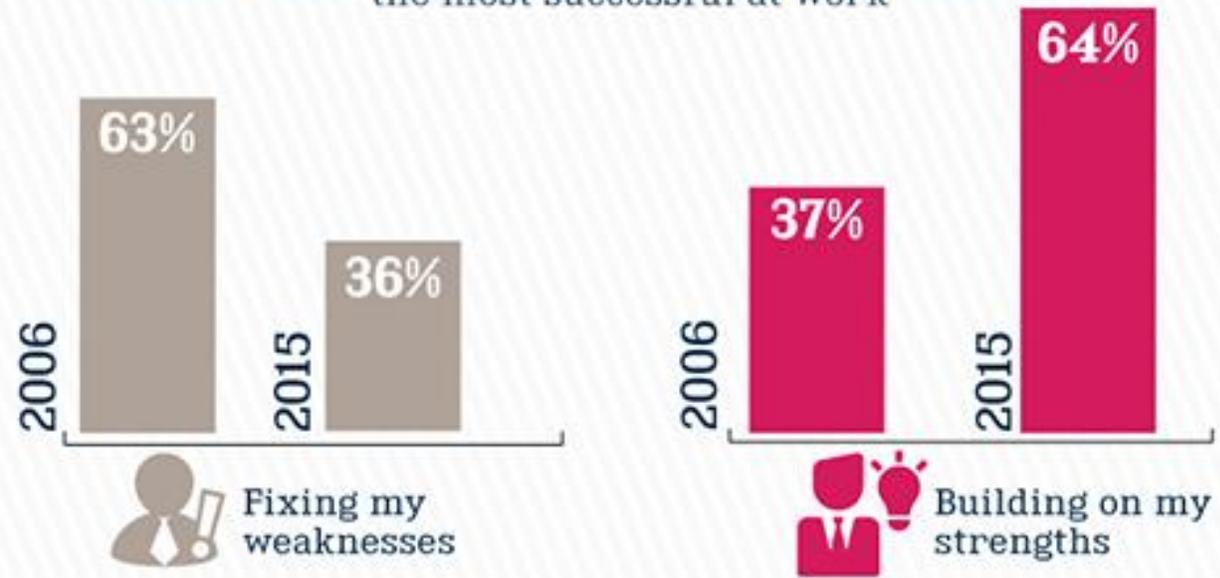
How strengths benefit career building.

- Strengths vs Skills
- Why strengths-based

The Strengths Revolution

Employees want to focus on their strengths

Employees now believe building on their strengths, rather than fixing their weaknesses will help them be the most successful at work



Develop your Possible Selves?

Focus on an aspect of growth:

- *What do you want to learn more about?*
- *What strengths, skills & experiences do you want to build?*
- *How do you want to contribute?*
- *Who do you want to serve?*

Identify 1-3 action steps to move you forward.





Practices to build Your Career Growth Mindset Muscle



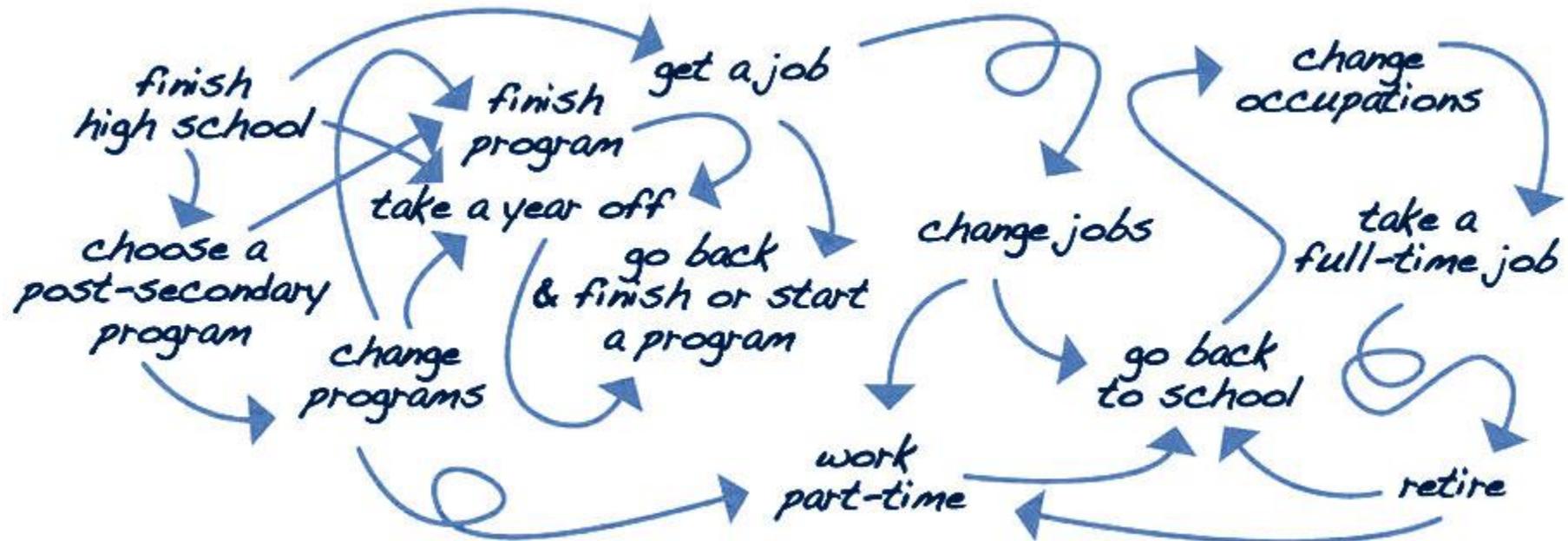
2. Explore Options

- What do you aspire to? What **challenges** and opportunities are available to you?
 - Identify constraints and barriers to **overcome**
 - Notice skills, education, and organizational or geographical needs
- 

What We Think Career Looks Like: Linear



What Career Actually Looks Like: Squiggly



Possible Selves Activity

Brainstorm: Grab a pen and write down 3 – 5 challenges that pique your curiosity.

What are you interested in doing?

Try not to limit yourself to just work that you know.

Pick One and explore the following questions:

1. *How have you engaged in this challenge in your past?*
2. *How could you engage in this challenge in the future?*
3. *Think about the Challenge you have chosen, imagine there were no limitations, and money was not a factor. How would you want to help solve this challenge?*
4. *How can you learn more about this solution?*

Adapted from Career Stories





Practices to build Your Career Growth Mindset Muscle

3. Set Goals

- Identify short and long-term goals
 - Set short-term role development goals that support longer-term career aspirations
 - Notice how what you aspire to determines the short-term steps that keep you motivated
- 

Be SMART about your Goals



The Comfort Zone.





Practices to build Your Career Growth Mindset Muscle

4. Implement the Plan

- **Progress** and **improve** toward career goals
 - Take Action; network, gain experience, and seek opportunities to bring you closer
 - Notice how your actions increase your confidence and bring you closer to your aspirations
- 

Career Self-Efficacy

“Self-Efficacy is defined as people’s beliefs about their capabilities to produce designated levels of performance that exercise influence over events that affect their lives”

Albert Bandura, 1994

- Willing to try new tasks
- Welcome and seek challenges
- Persevere when things get tough



Career Challenge Mindset

Future Proof your career

- Career Control – experiment with what you are curious about
- Find Meaning – contribute to what matters to you
- Understand Purpose – build your sense of direction, and identify goals

Job title mindset



- Explore occupations
- Make a better decision
- Success: commitment

Challenge mindset



- Exploring challenges
- Learn career skills
- Success: ready to adapt



Stay Curious.

“If something is interesting to you, trust that it is interesting to you for a reason; that it is another breadcrumb on the amazing trail that will make your life yours and not anybody else’s.”

Magic, Elizabeth Gilbert (2016)

Thank You!

Awesome to spend some time
with you today.

What questions do you have?

