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October Business Month
FREE breakfast event

Fixed vs Growth Mindset

Upcoming CORP Workshops:

- Darwin
- Alice Springs
- Katherine



Join CORP for a **FREE** breakfast & presentation
for October Business Month 2016

Developing a **Growth** Mindset! ...the Edge for Leaders

Thursday, 20 October 2016

6.45am (**sharp**) — 9am

DARWIN — The Vue, Sky City Darwin
Gilruth Avenue, The Gardens
TO REGISTER — (08) 8941 5661
corp@corp.org.au

ALICE SPRINGS — Chifley Alice Springs Resort
34 Stott Terrace, Alice Springs
TO REGISTER — (08) 8953 4225
easaalicesprings@easa.org.au

Please RSVP registrations by
5pm, Tuesday 18 October



october
BUSINESS
month 2016

Skill is something you can cultivate, not merely something you're born with!

How your beliefs can sabotage your behaviour

There are many reasons why it can be hard to stick to good habits or develop new skills. But more often than not, the biggest challenge is sitting between your two ears.

Your mind is a powerful thing. The stories you tell yourself and the things you believe about yourself can either prevent change from happening or allow new skills to blossom.

Recently, I've been learning more about the link between our beliefs and our behaviours. If you're interested in actually sticking to your goals, building better habits, and reaching a higher level of achievement, then you'll love the research and ideas in this post.

How your beliefs can help you or hurt you

Carol Dweck is a researcher at Stanford University.

Dweck is well-known for her work on "the fixed mindset vs. the growth mindset." Here's how Dweck describes the difference between these two mindsets and how they impact your performance...

In a fixed mindset students believe their basic abilities, their intelligence, their talents, are just fixed traits. They have a certain amount and that's that, and then their goal becomes to look smart all the time and never look dumb. In a growth mindset students understand that their talents and abilities can be developed through effort, good teaching and persistence. They don't necessarily think everyone's the same or anyone can be Einstein, but they believe everyone can get smarter if they work at it.

—Carol Dweck, Stanford University

The benefits of a growth mindset might seem obvious, but most of us are guilty of having a fixed mindset in certain situations. That can be dangerous because a fixed mindset can often prevent important skill development and growth, which could sabotage your health and happiness down the line.

For example, if you say, “I’m not a math person” then that belief acts as an easy excuse to avoid practicing math. The fixed mindset prevents you from failing in the short-run, but in the long-run it hinders your ability to learn, grow, and develop new skills.

Meanwhile, someone with a growth mindset would be willing to try math problems even if they failed at first. They see failure and setbacks as an indication that they should continue developing their skills rather than a signal that indicates, *“This is something I’m not good at.”*

As a result, people who have a growth mindset are more likely maximize their potential. They tend to learn from criticism rather than ignoring it, to overcome challenges rather than avoiding them, and to find inspiration in the success of others rather than feeling threatened.

Are your beliefs holding you back?

Dweck’s research raises an important question about the connection between what you believe and what you do.

If you believe things about yourself like...

- “It’s hard for me to lose weight.”
- “I’m not good with numbers.”
- “I’m not a natural athlete.”
- “I’m not creative.”
- “I’m a procrastinator.”

It’s pretty clear that those fixed mindsets will cause you to avoid experiences where you might feel like a failure. As a result, you don’t learn as much and it’s hard to get better.

What can you do about this? How can you change the things you believe about yourself, eliminate your fixed mindset, and actually achieve your goals?

How your actions change your beliefs

In my experience, the only way I know to change the type of person that you believe that you are — to build a new and better identity for yourself — is to do so with small, repeated actions.

The best musicians practice every day. The best athletes practice every day. The best writers practice every day. These are people who have a high average speed.

Yes, their results are fantastic and they get to enjoy the fruits of their labor ... but it's not the results that set them apart, it's the dedication to daily practice. It's the fact that their identity is centered on being the type of person who does their craft each day.

This is the process of identity-based habits that I've written about before. People with a growth mindset focus on the process of building a better identity rather than the product.

Identity-Based Habits vs. Rapid Transformations

So often, we overestimate the importance of a single event (like a marathon) and underestimate the importance of making better choices on a daily basis (like running 5 days per week).

We think that getting *"that job"* or being featured in *"that media outlet"* or losing *"those 30 pounds"* will transform us into the person we want to become. We fall victim to a fixed mindset and think that we are defined by the result.

Here's the truth: it's your daily actions that will change what you believe about yourself and the person you become. It's about setting a schedule, showing up, and sticking to it. It's about focusing on building the right identity rather than worrying about getting the right result.

In my experience, identity-based habits tie in directly with the research from Dweck and her contemporaries. When you let the results define you — your talent, your test scores, your weight, your job, your performance, your appearance — you become the victim of a fixed mindset. But when you dedicate yourself to showing up each day and focusing on the habits that form a better identity, that's when you learn and develop. That's what a growth mindset looks like in the real world.

What you should do now

In case I haven't made it clear enough already: skill is something you can cultivate, not merely something you're born with.

You can become more creative, more intelligent, more athletic, more artistic, and more successful by focusing on the process, not the outcome!

Instead of worrying about winning the championship, commit to the process of training like a champion. Instead of worrying about writing a bestselling book, commit to the process of publishing your ideas on a consistent basis. Instead of worrying about getting six pack abs, commit to the process of eating healthy each day.

It's not about the result, it's about building the identity of the type of person who gets to enjoy those results.

Cited at and taken from: <http://jamesclear.com/fixed-mindset-vs-growth-mindset>

If you want to learn more about Mindset and how you can make positive changes attend EASA and CORP's October Business Month Free Breakfast event on the 20th October (details on the front cover.)



What type of mindset do you currently have?



Workplace Solutions

2016 CORP Workshop Calendar

Darwin | Alice Springs | Katherine



Book your place in any OCTOBER 2016
CORP Workshop
by 9 October 2016
and receive a >>>

Note: offer does not apply to CORP Talks

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\$50
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For further information,
or to register for a
CORP Workshop,
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Alice Springs

(08) 8953 4225

easaalicesprings@easa.org.au

Katherine

(08) 8941 5661

corp@corp.org.au

Full Day Workshops

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included

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\$140* per person

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**WORKSHOP — get your
registration in early!**

Workshop Locations

Darwin

Level 2 Highway Arcade,

47 Stuart Highway

Stuart Park NT

Alice Springs

Locations in town centre:

confirmed upon booking

Katherine

Regional Training Centre

19 Second Street

***Katherine conditions:**

\$285pp for full day

\$175pp for half day

\$45pp for CORP Talks

Maximum **10** participants

Darwin

Tuesday 4 October	Getting your Message Across — Key Communication Skills	Full Day
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Wednesday 12 October	Basic Counselling Skills	Half Day
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Tuesday 19 October	Mediation Skills for Managers	Full Day
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Thursday 27 October	Anxiety & Coping with Negative Emotions — <i>CORP Talk!</i>	One Hour
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Alice Springs

Tuesday 18 October	Getting your Message Across — Key Communication Skills	Full Day
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Katherine

Wednesday 19 October	Increase your Tolerance: Keep Calm & Carry On — <i>CORP Talk!</i>	One Hour
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CORP Workshops — *coming soon!*

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DARWIN 3 November	Advanced Communication for Managers	Full Day
DARWIN 16 November	Storytelling: a Crucial Leadership Skill — CORP Talk!	One Hour
DARWIN 22 November	Mindfulness & Managing Stress	Full Day
DARWIN 30 November	Goal Setting for 2017	Half Day
DARWIN 6 December	What Drug is That?	Full Day
DARWIN 13 December	Dealing with Dysfunctional People	Full Day
ALICE SPRINGS 15 November	Mindful Leadership — Having those Difficult Conversations	Full Day
KATHERINE 9 November	Work:Life Balance	Half Day

Book your CORP Workshop today on (08) 8941 5661

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