

Mindset Advantage*

*Measure *Reflect *Improve

Growth Mindset Behaviours for Recruitment

Each role is different, but certain growth mindset behaviours will be especially important to increase the likelihood of a person being successful in a particular role. In this document, you will find the names and descriptions of the 9 growth mindset behaviours, from which you can choose the most important ones for the position you are recruiting for. These behaviours will then be included in the recruitment report for each candidate.

Growth Mindset Behaviours for Recruitment

From the list below, **select three behaviours** you believe to be **most important for the position** you are recruiting for.

1. Embraces new challenges to drive growth and performance.

Drives growth and performance by proactively seeking new challenges for self and others and stretching people's capabilities. Invests in the development of knowledge and skills to tackle new and different business challenges.

2. Consistently uses feedback to improve outcomes.

Uses feedback from others, whether positive or negative, to keep learning. Proactively seeks feedback, takes it on board, and applies it to continuously improve outcomes and performance.

3. Perseveres when faced with setbacks and learns from experience.

Regularly evaluates performance to identify what is working and what could be improved. Open and honest about mistakes, perseveres when faced with setbacks, and learns from experience to improve next time.

4. Draws on the strengths of others to cover more of the problem space.

Aware of personal strengths and blind spots, and those of others. Balances being an expert with learning from others and drawing on their expertise and strengths. This helps to cover more of the problem space and generate better solutions to complex problems.

5. Engages with complexity to understand factors that drive outcomes.

Comfortable engaging with complex problems and taking appropriate time to understand multiple aspects of challenges. Fosters openness amongst colleagues by avoiding hasty judgements or assigning blame for poor outcomes.

6. Believes in the potential of people to improve and develop.

Future-proofs the organisation to be ready for new challenges by strengthening their own capabilities and those of others in the organisation. Believes in the potential for self and others to build new skills. Likely to coach and develop others and provide them with opportunities to grow.

7. Explores and questions different approaches and solutions.

Curious about people, different opinions, new ideas, and different perspectives. Questions and explores alternatives to understand what is possible. This provides a strong foundation for learning, creativity, and innovation.

8. Works collaboratively with others and focuses on shared outcomes.

Creates an open environment by asking for and accepting help from others, exchanging ideas and information openly, and encouraging others to do the same. Inspires others to focus on common goals and objectives by being proactive in working towards them.

9. Agile and adaptable with a tolerance for ambiguity and change.

Comfortable working in situations that are ambiguous, working with incomplete information, and testing things out even though results are not guaranteed. This approach may help to work with ambiguity and lead others through uncertainty.