GROW

The Neuroscience of Growth Mindset™

Thrive Through Big and Small Changes

The goal of **GROW: The Neuroscience of Growth Mindset™**, is to help individuals be more agile and flexible in their everyday activities while setting up opportunities for innovation and learning. **GROW** flips old paradigms about mindsets and presents a new, innovative approach to remain flexible, positive, and engaged while identifying ways to embrace a growth mindset. The content is informed by cutting-edge research in the field of neuroscience and provides critical insight into how to notice when you are experiencing a fixed mindset and identify ways to shift to a growth mindset by following three key habits:

VALUE PROGRESS

EXPERIMENT

LEARN FROM OTHERS

Outlook Can Influence Success

Mindsets determine whether we experience change as a threat or a challenge. **Threat** creates negative stress that undermines productivity, along with mental and physical well-being. **Challenge** energizes and helps your brain function at its best.

Fixed mindset thinking, the most common mindset among today's employees, leads us to avoid mistakes at all costs, remain stuck in old ways of doing things, and see change as a major **threat**.

Growth mindset thinking helps us see mistakes as valuable opportunities to learn and makes us eager to innovate and welcome the **challenge** of change.

CHANGE AS A CHALLENGE

GROWING **BETTER**

Our interactions with peers, the way we deliver feedback, and even how we ask questions can subconsciously nudge a person toward one mindset or the other. This has a fundamental influence on employee engagement and professional performance, and can ultimately make or break an organization's bottom line.

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Solution Overview

Research Summaries
for a deeper dive into the brain science

Practice Tools
to support habit formation through practice

Growth Mindset Guides
for guided application to real workplace scenarios

Activities
for long-term sustainment and learning

Distributed Learning Solution (DLS):
Bite-sized video content delivered across four weeks to thousands of managers at a time

High Impact Virtual Experience (HIVE):
Three 90-minute sessions using NLI's HIVE (High Impact Virtual Experience) methodology, impacting hundreds to thousands of participants

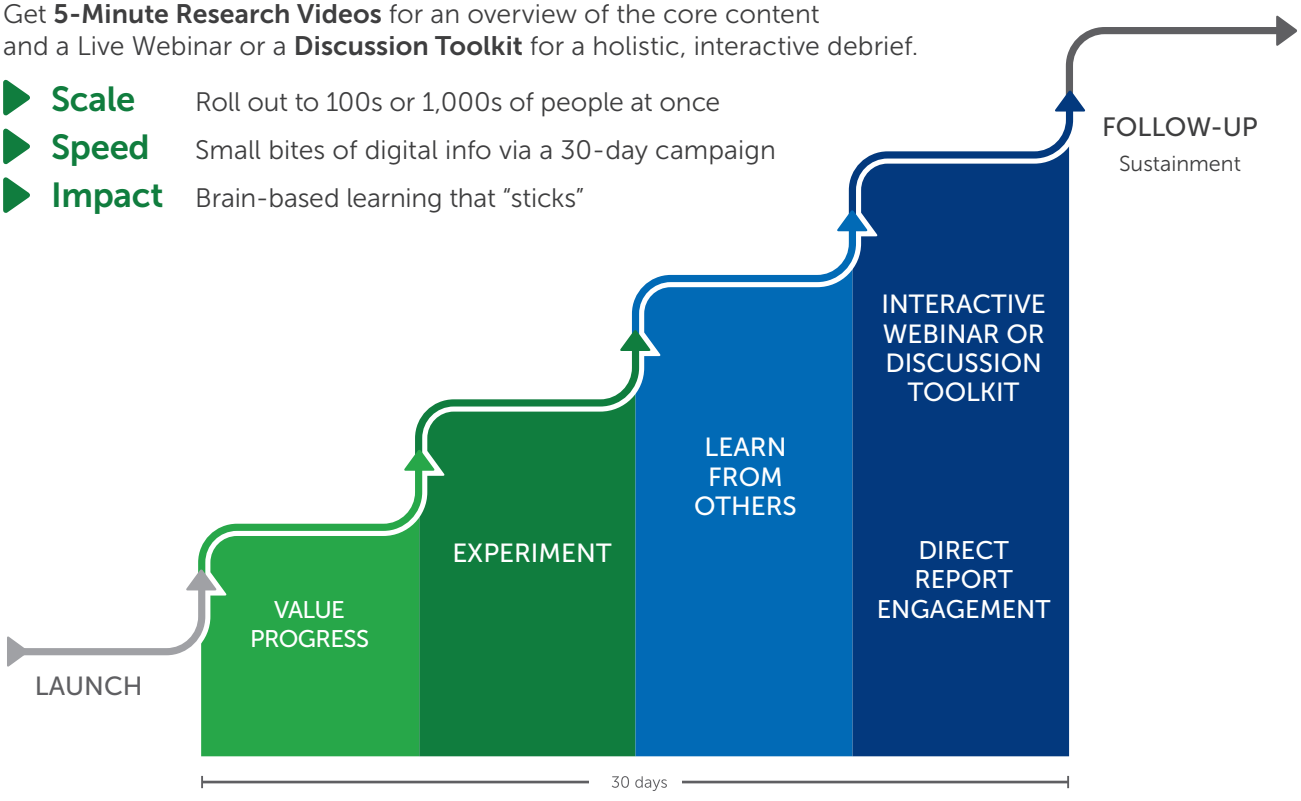
In-Person Workshop:
Expert-led, generative learning experiences, offered as a full-day session with tailoring options to fit your organization's need

30 Days to Integrate

The **GROW** Distributed Learning Solution seamlessly integrates into your organization and turns these essential skills into sustainable habits.

Get **5-Minute Research Videos** for an overview of the core content and a Live Webinar or a **Discussion Toolkit** for a holistic, interactive debrief.

- **Scale** Roll out to 100s or 1,000s of people at once
- **Speed** Small bites of digital info via a 30-day campaign
- **Impact** Brain-based learning that "sticks"



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