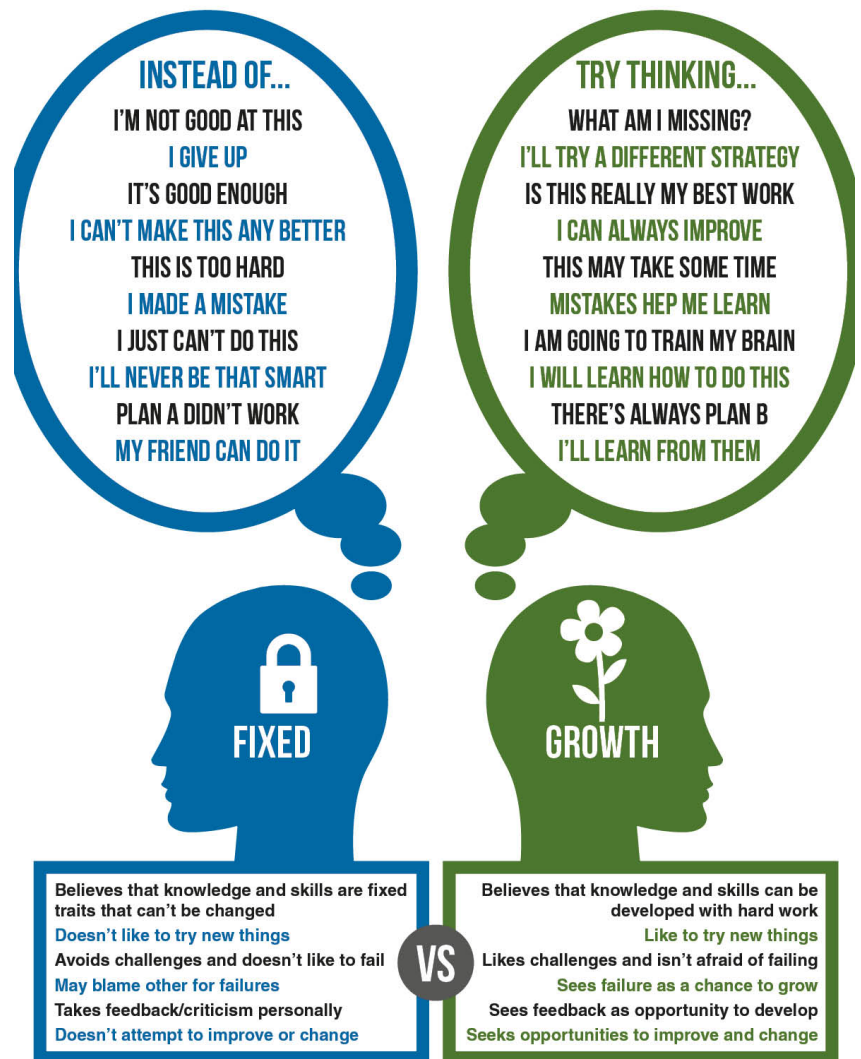# COLLECTIVE BURNOUT PREVENTION

Delivered by: **AEE Mental Performance**

As we dive into mitigating attribution bias in the workplace, one of the first concepts we will discuss is growth mindset focused feedback. As supervisors, coworkers and subordinates, our biases can impact the type of feedback we either give or receive or even when we give it. We know from the Individual Burnout Prevention Module; we want to sustain and promote a growth mindset culture throughout the organization. This gives us a fresh perspective on what's controllable and compels us to give the effort we need to the situation and others around us when it matters most.

However, due to a lack of awareness in regards to our biases, we may inadvertently promote a fixed mindset culture that on some level promotes an atmosphere of unhealthy thinking and therefore behaving when the stress is high.

Over the next two weeks, we will talk about how we can, through feedback, collectively shape an environment that increases productivity, increases self-determination, and adjusts the attributional perspectives of those within the organization.

GROWTH VS. FIXED MINDSET

INSTEAD OF...
I'M NOT GOOD AT THIS
I GIVE UP
IT'S GOOD ENOUGH
I CAN'T MAKE THIS ANY BETTER
THIS IS TOO HARD
I MADE A MISTAKE
I JUST CAN'T DO THIS
I'LL NEVER BE THAT SMART
PLAN A DIDN'T WORK
MY FRIEND CAN DO IT

TRY THINKING...
WHAT AM I MISSING?
I'LL TRY A DIFFERENT STRATEGY
IS THIS REALLY MY BEST WORK
I CAN ALWAYS IMPROVE
THIS MAY TAKE SOME TIME
MISTAKES HEP ME LEARN
I AM GOING TO TRAIN MY BRAIN
I WILL LEARN HOW TO DO THIS
THERE'S ALWAYS PLAN B
I'LL LEARN FROM THEM

FIXED

GROWTH

FIXED	VS	GROWTH
Believes that knowledge and skills are fixed traits that can't be changed		Believes that knowledge and skills can be developed with hard work
Doesn't like to try new things		Like to try new things
Avoids challenges and doesn't like to fail		Likes challenges and isn't afraid of failing
May blame other for failures		Sees failure as a chance to grow
Takes feedback/criticism personally		Sees feedback as opportunity to develop
Doesn't attempt to improve or change		Seeks opportunities to improve and change

QUESTIONS TO CONSIDER

Why is growth mindset feedback important?
What does feedback currently look like within the organization?
Should feedback only be given in undesirable situations? Why or why not?
How does non-growth mindset feedback look?

SOUTH METRO
FIRE RESCUE
COLORADO

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