

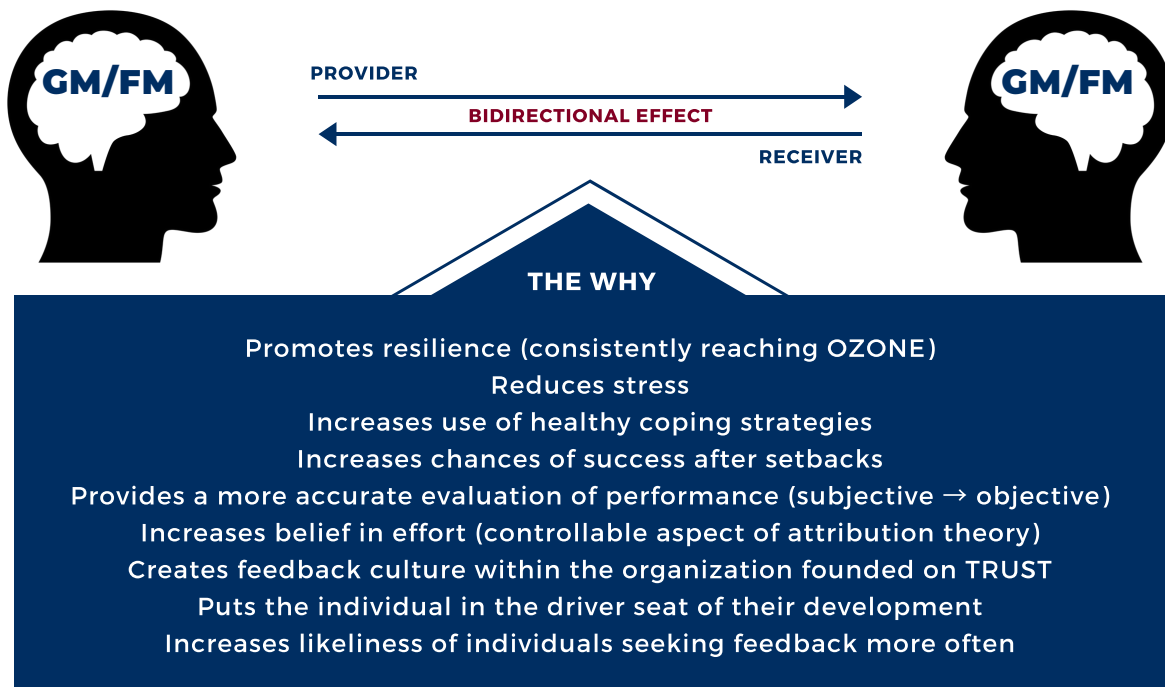
COLLECTIVE BURNOUT PREVENTION



Delivered by: **AEE Mental Performance**

This week we are going to get into the HOW of providing growth mindset focused feedback. Before we do that, let's look back at the WHAT and WHY. Growth mindset focused feedback is a focus on the process and effort of an individual or individuals in regards to a situation, event, or task related to work or life in general. It is common knowledge, which is supported by research, that recognition and giving people praise can motivate teams into high-performance. However, as we build awareness of this recognition, have you taken into account how people are praising/evaluating/recognizing one another?

What we are emphasizing is that ideally people should share feedback based on the effort they perceive (growth mindset), not necessarily on natural ability (fixed mindset). This focus on learning and developing allows people to explain the steps they took to reach an endstate regardless of the outcome. That said, it's important for teams (personal or professional) to give each other constructive feedback, as there's no end to what they can learn. This compels collaborative goal setting and continuous improvement.



QUESTIONS TO CONSIDER

- How does growth mindset focused (constructive) feedback help promote your development as an individual?
- What are areas where feedback both given and received can improve for you? Think personally and professionally.
- How do you think you can start to work towards improving your feedback?
- How often do you ASK for feedback from people you trust?

For the upcoming session, please, make up a work scenario (with un/desired outcome) in which feedback is usually applied.

