



NatWest

NatWest Business Builder

Understanding
your Mindset



Join the conversation
#PowerUp

Fixed Mindset

Mindset

Characteristics

Growth Mindset

Skills are born
You can't learn or grow

BELIEFS

Skills are built
You can learn and grow

Performance and outcomes
Not looking bad

FOCUS

The process
Getting better

Keys to Growth

Not necessary
Not useful

Effort

Useful
Will lead to growth

Back down and avoid
Frame as threat

Challenges

Embrace and preserve
Frame as an opportunity

Hate them and get discouraged
Try to avoid making them

Mistakes

Use them to learn
Treat them as opportunities

Not helpful
Get defensive and take
personally

Feedback

Useful information
Appreciate it and use it to
grow



Chapter 1 – Mindset Characteristics

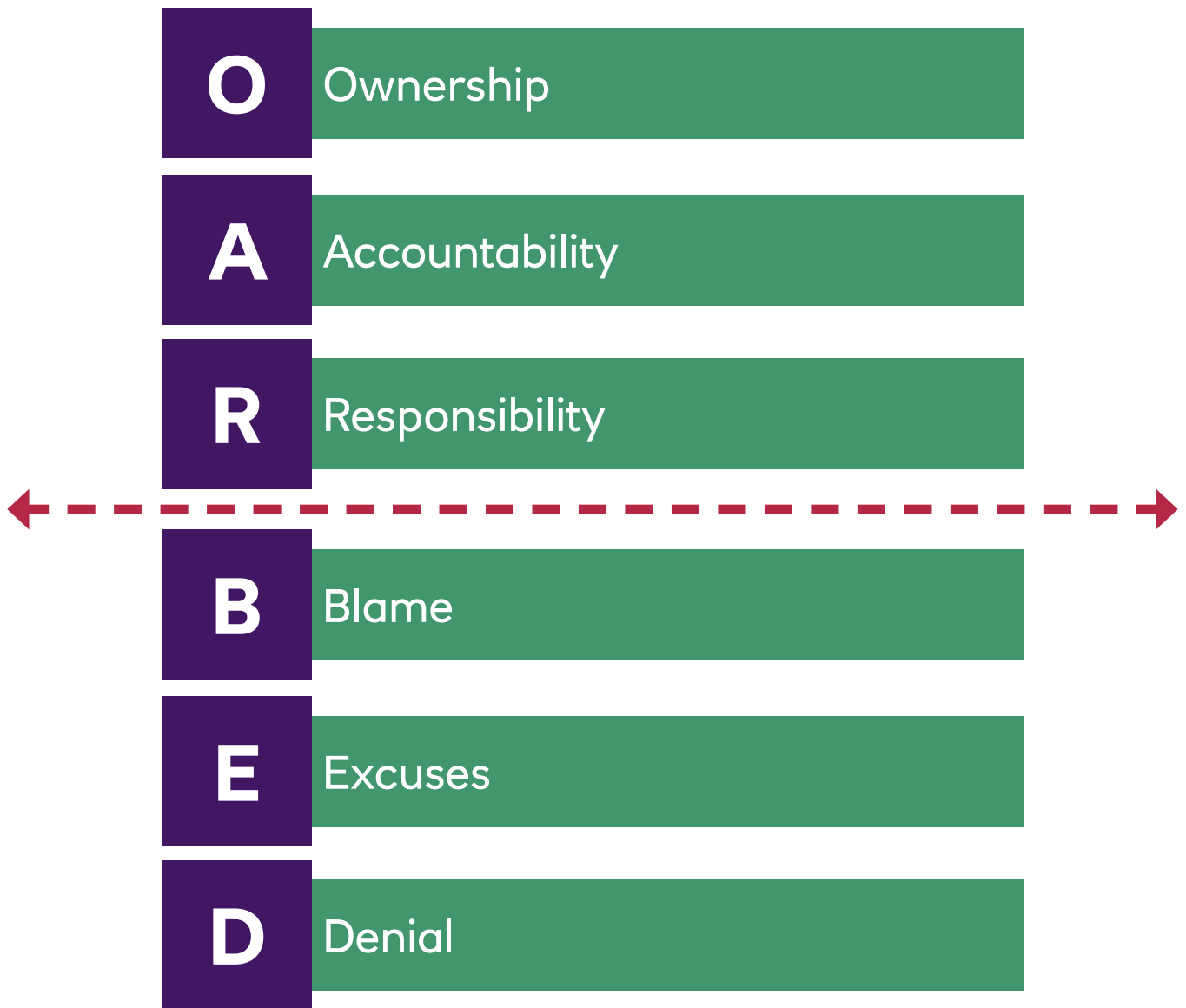
Now over to you, after hearing about the key characteristics of a fixed and growth mindset, take a few minutes to think about your own approach to Effort, Challenges, Mistakes and Feedback. Ask yourself...

1. **When** do you have a fixed mindset?
2. **Why** do you have a fixed mindset when faced with that specific challenge?
3. **What** are your behaviours when faced with that specific challenge?
4. **How** do you respond to mistakes?
5. **What** is your response when given feedback?



Notes

Understanding your Mindset





Chapter 2 – Understanding your Mindset

Using the BED/OAR model on the previous page, spend some time reflecting on the following questions and writing down...

1. When was the last time you were an OAR?
2. When was the last time you were in BED?
3. What did you achieve by being an OAR?
4. What did you miss out on by being in BED?



Notes



Identifying your Inner Critic



The perfectionist – always seeks perfection, struggles with ambiguity and likes a plan



The pusher – set unrealistic targets and is generally impatient



The people pleaser – always trying to please everyone at the peril of themselves



The diminsher – never think they are quite good enough and struggle to overcome failure



The imposter – can never believe that they are good enough or qualified to do something



Notes



Chapter 3 – What’s stopping you from having a growth mindset?

Now over to you, think about the different inner critics we discussed and reflect on your inner voice, asking yourself the following questions:

1. Which of the inner critics shout the loudest when things aren’t going to plan?
2. When is your inner critic most dominant?
3. What are the pros and cons of your inner critic?
4. How does your inner critic make you feel?
5. What does your inner critic get in the way of?
6. How do you currently manage your inner critic?
7. What do you need to do to manage your inner critic?
8. Who can support you?



Notes



Actions

Take some time to think about what you have learnt within this module and write down three key actions to develop your mindset further.

Remember to make them specific, put a deadline on them – and share them with your fellow entrepreneurs so they can hold you accountable.

1. Action One

Complete by:

2. Action Two

Complete by:

3. Action Three

Complete by:

Well done, you have completed the Understanding your Mindset module!

Continue to develop your mindset through:

- Our library of digital modules on a whole range of topics.
- Join the online community to connect with other like-minded people.
- Sign up to one of our wrap around events across the UK.

#PowerUp

THANK
YOU



NatWest