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## **'Growth Mindset' and its Impact on Business**

### **Introduction**

The growth mindset refers to the underlying beliefs that one can be intelligent, smarter, able, and in a position to perform better. Dr. Carol Dweck, the developer of the growth mindset learning theory, initiated the approach after noticing that many students recover after failure while inability ruins most of them. There are two types of mindsets: fixed mindset and growth mindset. Although these two types of mindsets differ from each other, Dr. Dweck used them to delineate the credence people assume about intelligence and learning. Achievement is led by students believing that their efforts can make them stronger. Notably, the growth mindset applies to business. Employees adopt the growth mindset theory since it has an impact on their performance. Businesses consist of employees who embrace the growth mindset while others stick to a fixed mindset; however, Dr. Carol has conjoined them to present a straightforward narrative of the impacts.

### **Comparing Carol Theory with Mindset Research Frameworks**

Carol Dweck's theory points to most people's force and the way they influence their goals and effort used to ensure that the goals are achieved. The growth mindset theory provides a clear desire for learning and requires people to use most of their time to better themselves rather than praising how great they seem (Bedford 32). This theory does not differ from some of the mindset frameworks, as they focus on how the human mind functions as well as how people learn from the words and actions of other people.

Dweck's work can be regarded as the starting point of growth mindset theory. Many bright students and employees in an organization focus more on the source of their failure. At the same time, those that are not bright enough are motivated and work towards solving the mystery of failure, hence becoming successful. According to Froiland and Worell (53), Dweck's theory shows that qualities can be improved through dedication and the efforts that one instills. On the other hand, other frameworks explain that growth mindset qualities cannot be transformed or rather developed. These frameworks do not support the art of improvement through trials, accepting challenges, and risk-taking.

### **Impacts of Growth Mindset on Business**

Businesses that adopt the growth mindset benefit from innovation as it is the crucial attribute in business diversity. The creation of ideas by employees results in implementing new ways and methods of operations (Capozzi 39). At the same time, employees have the opportunity to work together and develop profitable tactics that accrue to the business or the company. When firms implement the growth mindset, employees feel empowered and committed to their obligations. Subsequently, the commitment increases levels of innovation, resulting in better performance in the business.

The growth mindset is perceived to be a process that accepts all given challenges and the use of opportunities established to grow and thrive. According to Roberts (n.p.), employees, through free-thinking, explore new options responsible for discovering hidden utilities in their potential. The art of growth mindset creates an occasion where employees foster their talents, strengths, and help the business to achieve set goals. Hence, the growth mindset assists businesses to thrive to greater heights.

Employees' adoption of the growth mindset reduces competition among them. This reduction is met as they work together in productive ways and achieve positive results. In a company, the workforce becomes open and enthusiastic in sharing gained skills. Also, it

assists in problem-solving among group members and administering help when required from those who are more elite in business (Capozzi 39). The same study reports that in recent years, businesses have been exercising the growth mindset, and research implies that they are doing great in the competitive business field compared to those businesses whose employees are not motivated in any way. Thus, companies should employ a growth mindset in every aspect of their area to help the employees work together and ensure that their collaboration is productive.

In a growth mindset, employees enjoy challenges as they desire to test their learning in practice. Workers in the growth mindset organization and businesses have a strong sense of belonging to the place where they are needed to undertake risks and challenges. Such personnel understands that a business's success is a process, and they learn through undertaking the said risks. Free thinking enhances other employees' motivation and helps them achieve clarity (Froiland and Worell 53). Therefore, a healthy growth mindset advocates and improves learning skills to the employees, and in return, the business reaps anticipated financial profits.

Most employees prefer businesses that enhance the growth of their talents and values. The way business values and manages its human resource determines its performance. Growth mindset consideration automatically increases the trust an employee has to the business and instills employees' motivation to perform their duties as per what is expected of them (Roberts n.p.). Some of the employees rely on growth and mindset to unleash their unarticulated talents and ideas since the organization sets a field where its workers can develop new ideas and show their skills to the world for its benefits. Thus, when employees are ensured of their trust by the company, they work diligently to render the business a success.



Free thinking in business enhances tremendous joy and relaxation among employees. Equally, it compels employees to engage in risky challenges that result in more profits and have more goals. Upholding the growth mindset enhances and improves brain development, which aids in stretching the benefits achieved from endless business (Roberts n.p.). An employee's act of fostering their talents and creativity motivates their colleagues and, as a result, enhances their brain development.

The future of any business matters and, at the same time, constitutes of aims and goals of the organization. At the same time, employees are responsible for the future of the organization. The growth mindset ascertains an employee's vision of whether the business environment will help unleash their potentials or not. A successful growth mindset works towards the organization's future as the business endeavors to develop employees' abilities that, in turn, transform the business (Bedford 32). The researchers show that employees work transparently and honestly if driven by the growth mindset. At the same time, it elevates the company's position, brand, and makes it a success. Therefore, a business's future is dictated by how it treats its employees and the conditions it sets to the staff.

## **Conclusion**

The growth mindset has numerous impacts that connect to the business field. Businesses that consider the growth mindset as their critical driving force benefit through increased trust and fostering of talents, encouraging learning culture, encouraging collaborative atmosphere, seizing opportunities, and enhancing innovations. Organizations and businesses should incorporate the growth mindset in their operations and decisions. Similarly, companies practicing the learning theory of growth mindset should continue with the art and indulge their employees in any risk-taking activity in bettering their businesses.

### Works Cited

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