



# PIXEL LEADERSHIP GROUP



## MANAGER'S CHEAT SHEET

Develop a Growth Mindset with YET





**Pixel Leadership Group, LLC** is a leadership and organization development consulting firm composed of psychologists, business leaders, and social scientists who enjoy applying their collective expertise to help maximize leaders' potential, create inspired and innovative teams, and build people-centric organizational cultures. We use our deep understanding of behavioral and assessment science to develop customized solutions to help our clients achieve their unique goals.

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## WHY A GROWTH MINDSET IS NEEDED

As a manager, fostering a growth mindset within your team is one of the most powerful ways to unlock potential, drive performance, and build resilience. A growth mindset—the belief that abilities and intelligence can be developed through effort, learning, and persistence—creates a culture where challenges are viewed as opportunities, failure is seen as a stepping stone to success, and continuous improvement is the norm.

Encouraging a growth mindset helps individuals within your team feel empowered to take on new challenges, make mistakes, and keep moving forward. It also nurtures a sense of psychological safety, where employees are not afraid to innovate, ask questions, or step outside their comfort zones. In today's fast-paced, constantly changing business environment, these traits are crucial for teams to remain adaptable, bounce back from setbacks, and contribute to long-term success.

Moreover, a growth mindset aligns with employee engagement and motivation. When team members believe that their effort leads to growth and that their skills can improve over time, they become more motivated, more committed, and more likely to take initiative. By encouraging a growth mindset, you're helping your team develop the mental agility needed to thrive in an uncertain and rapidly evolving landscape.

As a manager, your role is to model and reinforce this mindset. Through consistent feedback, recognition of effort, and creating a safe space for learning, you can inspire your team to adopt a growth mindset that will not only drive individual performance but also build a stronger, more resilient team culture.

To learn more about a growth mindset, read Dweck, C. S. (2006). *Mindset: The new psychology of success*. Random House.

## DEVELOP A GROWTH MINDSET USING THE POWER OF YET

The **Power of Yet** is a simple but powerful mindset shift that can transform challenges into opportunities for growth. Instead of saying “I can't do this,” we can add the word “yet” to recognize that learning is a process. This shift helps individuals adopt a **growth mindset**—the belief that abilities and intelligence can be developed through effort and perseverance.

As a manager, encouraging this mindset within your team can help build resilience, promote learning from mistakes, and foster a culture where continuous growth is valued.

## HOW TO USE THE POWER OF YET TO DEVELOP A GROWTH MINDSET




Encouraging the Power of Yet in your team helps them focus on progress, not perfection. Here are some ways to integrate this mindset into your team culture:

1. **Reframe Challenges:** Encourage team members to see challenges as temporary hurdles, not as failures. When they hit a roadblock, prompt them with: “What makes this hard? What can you try yet?” This helps them focus on solutions rather than getting stuck in frustration.
2. **Praise Effort, Not Just Results:** Instead of praising outcomes, celebrate the **effort** and **process**. For example, say, “I see how much effort you put into that, and I’m excited to see how you’ll continue to grow from it.” This reinforces the idea that growth is continuous, not dependent on a single success.
3. **Normalize Mistakes and Setbacks:** Create a safe space where mistakes are seen as learning opportunities. Share your own experiences of failure, focusing on what you learned and how it contributed to your growth. By modeling this behavior, you encourage your team to embrace failure as part of the learning process.

## ACTIONABLE HACKS TO PUT THE POWER OF YET INTO ACTION

1. 📄 **"Yet" Language in Feedback:** When giving feedback, use the word “yet” to encourage progress. For example:
  - “You haven’t mastered this yet, but you’re on the right track.”
  - “I can see how close you are to achieving this. You’ll get there yet.” This helps employees understand that mastery is a journey, not an instant outcome.
2. 💡 **Growth Mindset Check-ins:** Make the Power of Yet part of your regular check-ins with your team. Ask questions like:
  - “What’s something you didn’t achieve this week but can learn from? How can you approach it yet differently next time?”
  - “Is there a skill you’re still working on developing? What’s your plan to get there yet?” These questions help individuals reflect on growth and learn from challenges.
3. ⚡ **Celebrate Small Wins:** Recognize incremental progress, not just final results. For example, if a team member is struggling to improve a specific skill, celebrate every small step they take toward improvement. “You haven’t nailed it yet, but look at how much you’ve learned in just the last few weeks!”



4.  **"Growth Goals" with the Power of Yet:** When setting goals, ensure they are framed with a growth mindset. For instance:
  - "We may not be where we want to be *yet*, but here's the plan to get there."
  - Encourage team members to set **stretch goals**—goals that push them outside of their comfort zone but are achievable with time and effort.
5.  **"Yet" Affirmations:** Start meetings with a quick reflection or affirmation. Ask each team member to finish the sentence: "I can't [blank] *yet*, but I will [action]." This reinforces a sense of possibility and personal growth while also framing setbacks in a constructive light.
6.  **Track and Reflect on Progress:** Create a "progress journal" for each team member where they can track challenges, setbacks, and the steps they've taken to overcome them. This can help them see how far they've come, reminding them that growth is a continuous process.

## WHY IT WORKS: THE NEUROSCIENCE OF THE POWER OF YET

The brain is wired for growth, and neuroplasticity—the brain's ability to form new connections—depends on our ability to **embrace challenges and failures** as opportunities for learning. Using the Power of Yet activates the **prefrontal cortex** (responsible for decision-making, problem-solving, and growth) and encourages us to reframe challenges as temporary hurdles.

The **dopamine system** also plays a role: when we see progress (even if it's small), the brain releases dopamine, which motivates us to keep going. This continuous cycle of effort and reward fuels motivation and helps individuals build resilience. The Power of Yet taps into this system by reinforcing the idea that every effort counts toward eventual success.

Encouraging a **growth mindset** through the Power of Yet will not only help your team develop resilience but also foster an environment of continuous learning and improvement. As a manager, modeling this behavior and incorporating "yet" language in feedback, goal-setting, and regular check-ins will ensure your team feels empowered, motivated, and supported on their journey of growth.

Want to be a better manager? Want a high-performing team? Want thriving employees?  
We can help!

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