

# **MISSION: MINDSET**

**Find a partner. Preferably someone new to you.**

**See the Secretary (AKA Roya) for your mission.  
Taking the envelope = acceptance.**

**Do not open it until safely outside the building.**

**Return to CoLab between 2:40 p.m. and 2:45 p.m.  
for further instruction.**

# BRAIINS!!!

AKA 'Exploring the Systemic Design Mindset'



Systemic Design Community of Practice  
June 13, 2017



**A N I M A L**

**A L P H A B E T**



# 8 Characteristics of the Innovator's Mindset

By George Couros @gcouros

The innovator's mindset: The belief that abilities, intelligence and talents are DEVELOPED, leading to the creation of BETTER ideas. 💡

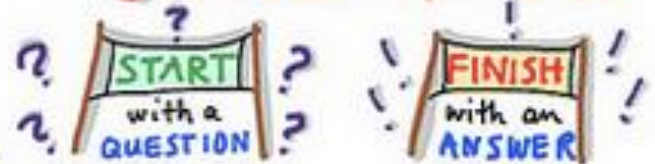
8 REFLECTIVE



1 EMPATHETIC



2 PROBLEM FINDERS



7 RESILIENT



3 RISK-TAKERS



6 CREATORS

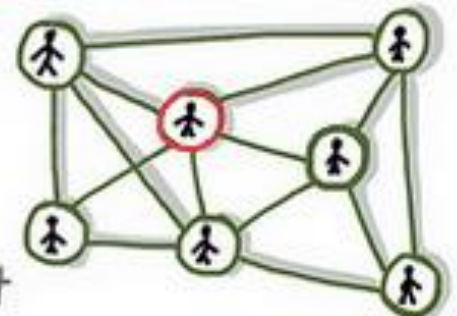


IDEA + ACTION = FRUITION  
(with hard work)

5 OBSERVANT



4 NETWORKED



[bitly/8mindset](https://bitly.com/8mindset)

@sylviaedukerwith

# Growth Mindset





**Mindset**

**Values & habits** the systemic designer brings to the challenge, which guide judgment during the application of methodology and shapes selection of methods.

**Methodology**

A **logic** for combining methods in a coherent sequence to move between deepening understanding of the challenge and generating actions to improve the situation.

**Methods**

**Discrete procedures** for facilitating group process that specify how participants should work together to generate and externalize ideas.

## PRACTICE

Embracing uncertainty, the unknown

Taking on challenges

Seeing effort as a path to mastery

Persisting in the face of challenges

Finding lessons & inspiration in others' success

Learning from criticism



## ACTIVITY

Accepting an unknown assignment

Partner Portraits

Alphabet Animal

Zip Zap Zop

Café Mentalité

3L's Reflection



## QUALITY

Adaptability

Audacity

Perseverance

Resilience

Empathic

Reflective



ZIP

ZAP

ZOOP

# CAFE MENTALITE



**Group:** Funny Walks

Famed funny walker John Cleese said that “creativity is not a talent. It is a way of operating.” One could say the same about both innovation and systemic design.

What do you think about Cleese’s statement?

As public servants *and* as systemic designers in the GoA, what are the implications of this for your work?

Bonus points will be awarded for answers that include funny walks.

**Group:** Nature vs. Nurture

Having a growth mindset means believing that knowledge and expertise are learned and earned, as opposed to being limited by one’s ‘natural’ talent.

Why might this be important for systemic design? Consider methodology, methods, and mindset?

**Group:** Questioners

To quote George Couros, “all innovation starts from a question, not an answer.”

How does this statement relate to mindset?

What are the implications of this for our work as public servants and systemic designers in the GoA, and how might we address them?

**Group:** No Limits

Joshua Foer said that “the way to get better at a skill is to force yourself to practice just beyond your limits.”

As public servants and systemic designers in the GoA, how might you create more space to practice – and to challenge yourselves – beyond your limits?

Is this an appropriate aspiration for the Alberta public service – why or why not?

**Group:** Practice makes Progress

*“When you want to get good at something, how you spend your time practicing is far more important than the amount of time you spend. [...] Regular practice simply isn’t enough. To improve, we must watch ourselves fail, and learn from our mistakes.”* - Anders Ericsson.

When was the last time you tried something that didn’t work out the way you thought it would, and what did you learn?

As public servants and as systemic designers in the GoA, how easy is it for you to practice, make mistakes, and take your learnings forward?

Replace the word 'fail' with 'learning.'



Embrace imperfections.



De-emphasize speed.



Take Risks.

Reach - then update Goals

Use the word 'yet.'

# 25 Simple Ways To Develop A

# GROWTH Mindset

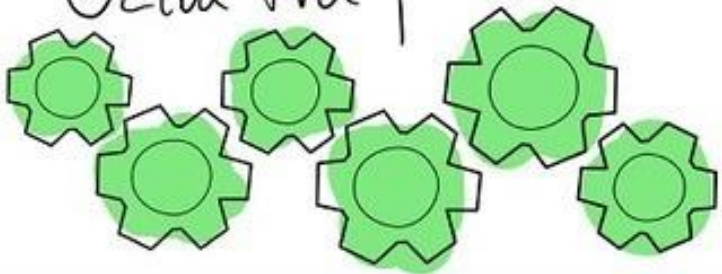


Own your Attitude.

Learn from others' mistakes.



Value the process.



Redefine 'genius'



Genius + Risks



The real **Question** to push...

The image features a repeating pattern of stylized, pink-colored human brains on a bright yellow background. The brains are shown from various perspectives, including lateral and dorsal views. A faint, repeating watermark of a camera icon and the text '123RF' is visible across the background. The word 'LEARNED' is prominently displayed in the center in a large, white, sans-serif font with a slight drop shadow.

LEARNED



LOVED



LIFT UP



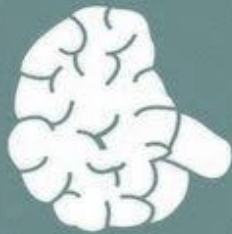
MISSION:  
MISSION:

COMPLETE  
COMPLETE



*The following slides were not used in the session, but are included here as a resource.*

# Coaching a Growth Mindset



## Mindset



### 5 Questions to Develop a Growth Mindset



What did you learn from today's performance?



What steps did you take to make you successful today?



What are some different strategies you could have used?



How did you keep going when things got tough?

What can you learn from your opponent today?



### 5 Feedback Comments to Develop a Growth Mindset

This will be a challenging concept to learn, but I believe you can master it



You haven't got it yet, but you will if you keep working and thinking about it



I really appreciated your effort today

It is okay to take risks, that's how we learn



Getting better takes time and I see you improving



@BelievePHQ

@SportPsychDunc





**How might we turn on our growth mindset – and practice using it – in our day to day?**

# The Iceberg Illusion

Success is an iceberg

SUCCESS!

WHAT PEOPLE SEE

Persistence



Failure



Sacrifice



Disappointment



WHAT PEOPLE DON'T SEE

Dedication



Hard work



Good habits



@sylviaaduckworth

## Further Reading:

- *Fixed vs. Growth: The Two Basic Mindsets That Shape Our Lives* by Maria Popova <https://www.brainpickings.org/2014/01/29/carol-dweck-mindset/>
- *Design with a Growth Mindset* by D. Keith Robinson <https://medium.com/designing-atlassian/design-with-a-growth-mindset-72cce150bd70?ref=weekly.ui-patterns.com>
- *Improv Tools for Organizational Impact* by Maya Bernstein [https://ssir.org/articles/entry/improv\\_tools\\_for\\_organizational\\_impact](https://ssir.org/articles/entry/improv_tools_for_organizational_impact)
- *Leading Innovation in the Public Sector: The New Normal* By Coaching Ourselves <https://coachingourselves.com/leading-innovation-public-sector-new-normal/>
- Book: *Liminal Thinking* by Dave Gray