

# Embracing a Growth Mindset

ACCELERATING WOMEN LEADERS COLLECTION

## 1 Week Experience

The future of business requires a growth mindset, which involves putting yourself out there, sometimes failing publicly, and taking on stretch opportunities that may involve risk but allow you to learn and grow as a leader. Because there is often bias associated with vulnerability in the workplace, this can be a struggle for everyone; no one wants to appear as though they don't have the answer.

This experience highlights women's perspectives on situations that require courage and conviction. Participants will leverage a specific, actionable approach to fostering a growth mindset and gain the tools they need to reframe unproductive internal narratives. When connected to a sense of purpose, and through building supportive work relationships, they can view challenges and roadblocks as opportunities and take intelligent risks to advance their careers.

## Key Learnings

- Growth vs. Fixed Mindset
- Stereotypes and Why Gender Identity Makes a Difference
- Imposter Syndrome
- Ambivalence about Power and Leadership
- Sense of Purpose and Aspiration
- The Importance of Relationships to Leadership

## Assignment Details: Create an Action Plan

- Shift your mindset to reinterpret past setbacks and identify your sense of purpose.
- Reframe upcoming opportunities with a growth lens.
- Create a concrete roadmap to realize those opportunities.

**Estimated Time Commitment: 2.5 – 3 hours**

Faculty Video Lectures: 30 Minutes

Create Action Plan: 75 – 90 Minutes

Interactive Activities: 45–60 Minutes

## Faculty: Dr. Laura Kray



LAURA KRAY

Laura Kray is a leading expert on the social-psychological barriers influencing women's career attainment. Dr. Kray is the Ned and Carol Spieker Chair in Leadership and Faculty Director of the Center for Equity, Gender, and Leadership at UC Berkeley's Haas School of Business. She also founded the Women's Executive Leadership Program at Berkeley Executive Education in 2008 and remains the faculty director today.