

# PARTNERS IN SAFETY

Leadership Visits and Creating Dialogue  
Using a Learner Mindset



## **PARTNERS IN SAFETY**

### **An Introduction to Learner Mindset**

A Learner Mindset is a belief that everyone can grow their ability, learn from mistakes and successes and speak up openly in a safe environment.

Some may know this as a Growth Mindset.



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## An Introduction to Learner Mindset



### FIXED MINDSET

I have to look smart

I don't have the skills

If I make mistakes then others will judge me

I must perform better than others

### LEARNER MINDSET

I can always improve

I can learn from others when they are successful

I learn from and share my mistakes

I can perform better than I did before



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## **Introduction to Learner Mindset Video**



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## Small Group Exercise

Themes of questions:

- How Learner Mindset shows up for me as a Leader
- How Learner Mindset shows up – or doesn't show up – in your organisation



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## Small Group Exercise

### How Learner Mindset shows up for me as a Leader

- 1a) What did you learn from the last mistake or mis-judgement you made?
- 1b) How do you feel that you typically show up? In a Learner Mindset or a Fixed Mindset or some of both?
- 1c) When did you last find yourself outside your comfort zone? How did you show up?
- 1d) What behaviours do you exhibit that encourages open conversations focused on curiosity and learning?

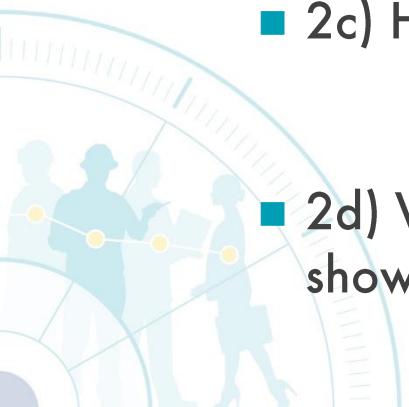


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## Small Group Exercise

How Learner Mindset shows up – or doesn't show up – in your organisation

- 2a) What will it take for you to lead the change to adopt more of a Learner Mindset approach in your organisation?
- 2b) How do you operationalise the concept(s) of Learner Mindset into the day to day works of your organisation?
- 2c) How do you encourage people to admit mistakes and share dilemmas they face?
- 2d) What behaviours would you like to see in your organisation where people will start to show up with a more consistent Learner Mindset?



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## **Learner Mindset – Plenary Conversation**





# **MARITIME PARTNERS IN SAFETY**

## **Learner Mindset in Practice Video**



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### Reflection

Each person to individually reflect on and write down:

- What have I learnt when thinking about being in a Learner Mindset?
- How can I be a more curious leader?
- What am I doing to promote those around be speaking up? Do I make it safe for them to tell me bad news?
- How can I promote my vision of a legacy by using the Learner Mindset tool?



# THANK YOU

