

## Learner Mindset Exercise

2021

*These notes can be used as a script to go with the Learner Mindset Exercise Slide Pack. Due to a difference in spelling in the UK and US, some slides are duplicated. Therefore it is necessary to prepare the slidepack in advance and hide the slides that do not relate to your region. See the notes under each slide to check for which region it is intended.*

*Divide your audience into groups of about 5 people when it comes to discussions. Depending on the time allocated, you can give each group a different question or ask them to do all questions. If they only do one from the first set of questions, then in the second set of questions they should have the corresponding letter (If you answer 1a), then answer 2a) too, not 2b) ...). Explore the topic of learner mindset in your company and challenge those in a position of influence in your organisation, to consider the unintentional pressures they may be putting on people that drive people into fixed mindsets, whereby the collective creative imagination of your company is being stifled.*

*This is best done as a 90 minute session. You may choose to not include the second video.*

### Opening (Slide 1)

Welcome to this session! This session is going to focus on Learner Mindset, some may know this concept as Growth Mindset.

### Definition (Slide 2)

So what do we mean when we say '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.

For me, I think about Learner Mindset as the realization that I can grow and develop my mindset, my "muscle memory" if you will, and be more consistent in being curious, asking questions to really understand and celebrating the successes of my colleagues. And the good news is I can grow my ability to be more of a learner, it isn't fixed at birth!

### Explanation (Slide 3)

We are all sometimes in a Fixed Mindset and sometimes in a Learner Mindset. It's a sliding scale depending on our mood, our responses to the people around us, our expectations or the perceived expectations of others; and many other things. When I say Learner Mindset, what comes to mind for you? If you look down the two lists, do you recognise things from both?

### Introduction (Slide 4)

Muscle memory reminds me of running, and when you're training for a race. With each run, you learn a little more about your performance. You listen to your body, you listen to your breathing and how your legs feel. You can home-in on being curious to what messages you are receiving from your body. You may not like what it tells you sometimes, but listening to those bad messages prevents you from picking up an injury.

And you can take that same concept into your working life. Listening and being aware of the messages you receive from those you work with – both verbal and non-verbal. You can ask yourself: What am I hearing? What does it mean? And what am I missing?

Here is a video that introduces Learner Mindset and connects it to being able to speak up when we feel safe to do so...

**Play Learner Mindset Video 1 (Learner Mindset and Safe to Speak Up)**

### Themes of Questions (Slide 5/6)

What a great video! Even if you have been aware of, or practising Learner Mindset for a while now, watching this overview every now and then to remind yourself of the basic principles of Learner Mindset can still be really beneficial. It goes back to your 'muscle memory'.

Continuously reminding ourselves of what we're trying to achieve.

We're going to ask you to get into small groups of about 5 people in a moment, to get deeply engaged on Learner Mindset. We've provided a couple of questions to help focus your conversations in these two themes.

The first set of questions focuses on "How Learner Mindset shows up – or doesn't show up – in your organization".

The second set of questions focuses on "How Learner Mindset shows up for me as a Leader". When responding to your assigned question, it's important to speak from the "I" and remember you can be a leader at all levels.

### Questions (Slide 7&9/8&10)

Here are the actual questions you will answer on those themes. Please use them to start the discussion in your group for 30 minutes. As I said before, speak from the “I”, which means: make it personal, not some hypothetical idea that someone else *might* do, but what your own experience is.

### Transition to breakout groups

### Learner Mindset – Plenary Conversation (Slide 11)

Ok, welcome back. I’m really looking forward to hearing about your discussions, so let’s go straight to our first group ...

### Discussion

### Learner Mindset in Practice Video (Slide 12)

Following on from this session, you have a task. You should be able to cascade this session to others. Share what you have learnt; show the Learner Mindset video and engage them in a conversation much like you’ve experienced today. And the suggestion, based on doing a bunch of these sessions, is that you run this session with your team sometime in the next 30 days while it’s still fresh in your mind.

We are going to now spend a few minutes doing some reflection on our take-aways from this Learner Mindset session.

This is an individual activity and is your personal reflection on what you heard, what Learner Mindset means to you and what action are you now going to take when you go back into the office or vessel, and back to your day job.

Spend 2 to 3 minutes noting down your thoughts and then we will come back together and hear a few of your reflections.

To kick your thinking off, let's hear from a few Partners from the Maritime Partners in Safety Programme, and their experience in practising a Learner Mindset.

### Play Learner Mindset Video 2 (Learner Mindset in Practise)

### Reflections (Slide 13)

Use the notes on the slide to help you spend 2 to 3 minutes on your own making some notes on your reflections.

### Reflection time

OK, we have the opportunity to share some of your thoughts ...

### Discussion

### Ending (Slide 14)

What a great session! I have to say, no matter how many times I explore Learner Mindset, I take something new from it each time. This is just part of the journey of Learner Mindset, being safe to speak up and Human Performance. Thank you for your time today and best wishes on continuing the journey as we all strive to create a safer place to work.