The science
• Growth mindset is the belief that one's skills can be improved—they aren't innate or fixed.
• Research has found that a growth mindset can reduce stereotyping, both in how we see others and how we see ourselves.
• Another body of research has found that a growth mindset leads people to gather more information before coming to conclusions.

“Growth Mindset enables SRP teams to see this as an opportunity to expand their creative thinking, and press forward with a positive and engaged approach. Since completing the GROW training our employees seem more willing to try new things even if it means failure.”

- Kelly Barr, Associate General Manager
Chief Strategy Corporate Services & Sustainability Executive
GROW: The Neuroscience of Growth Mindset

The solution
SRP partnered with the NeuroLeadership Institute to roll out GROW: The Neuroscience of Growth Mindset for 700 employees, through NLI’s Distributed Learning Solution (DLS). The DLS uses the science of learning to gradually introduce—and embed—three key habits: Embrace a Growth Mindset, Always Improve, and Inspire Others.

The result
As the first step in its D&I journey, GROW has prepared SRP employees to see challenges as opportunities, not threats. In addition, people have already started to embed the habits of growth mindset in their everyday practices. Follow-up surveys showed 82% of participants now report sharing their mistakes or learnings with team members most of the time or always. A separate 81% of people said they felt very or extremely prepared to embody the habit of “always be improving.”

Going forward, SRP will continue its learning journey with another of NLI’s solutions, INCLUDE: The Neuroscience of Smarter Teams, as part of a layered, “pathway” approach to learning.

“I hope that all of our employees will use their growth-mindset habits to build upon and develop inclusive habits,” says Tina Drews, Director of Talent Management. “We purposefully introduced growth mindset as a foundation to our D&I journey because we know that we have an opportunity to reimagine our talent processes and build a more inclusive, diverse, and equitable culture for SRP.”