

# WiP THEME: *Growth*

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**How much does achieving leadership depend on the individual ability to grow and learn new things? Here are some ideas for exploring the role of mindset with your Women inPower chapter:**

**1. Host a discussion. Some sample questions you can ask your group:**

- What is your approach to growth and learning and self-improvement?
- What are you currently doing in your life to grow? Is there something you would like to be doing that you are not that would help you learn new skills or become a better leader?
- Are you helping others to grow and learn new things?
- Can you share a story about a time you, or someone you know, made a mistake? Perhaps it seemed disastrous but then turned out to lead to something new and positive?
- Can you share an example from your own life or something you witnessed when someone made an effort to learn something new? What did this look like? How did it work? What was the result?
- Does a commitment to growth and to learning make a difference in the effectiveness of leadership? Where have you seen examples of this?
- How could we as individuals support each other in learning and growth?
- What could we do to support learning and growth outside of our group? Would you be willing to commit to that?

**2. Work through an activity together. Create a Strategy Box (adapted from Mindset Kit). Take a sheet of paper and divide it into four quadrants.**

- In three of the quadrants, list three strong relationships you have with others (try to include relationships that you perhaps struggled with at first). In the fourth, list a new relationship that you have hopes for and might be important to you (perhaps your mentor or even someone in this room).
- Next, in the first three quadrants, list the most important strategies, actions or traditions that helped you form those strong relationships. What were your success factors? How did you progress through the challenges? What actions did you take? How did you adapt as the relationship changed over time? List as many as you can.
- Pair up with someone else and share your lists of strategies.
- Finally, working with your partner, see if any of these strategies could be applied to your new relationship.
- Would you be willing to commit to implementing any of these strategies over the next few days and weeks?
- Come back to the full group and share the best strategies with each other. Notice themes and share learnings.

**3. Invite a speaker to talk about his/her experience. Some ideas for people you can ask:**

- A career coach or someone who has made a career of learning and constantly improving. Someone who made a significant career shift or pivot in their life to talk about what inspired the change, what challenges they faced and how they moved beyond those challenges to find success.
- Ask your chapter for ideas. Pool your connections and identify someone you may already know.

*How did it go? Did you find something worked particularly well or not so well? Did you follow the script or make up your own? What did your group learn? Share your experiences in the Women inPower Facebook group so we can all learn from each other.*