

Practicing Excellence Engagement & Activation Cards

On the following pages, you will find **9 leader cards** and **9 team cards**. Each card contains prompt questions designed to gather insights into your team's understanding of growth mindset and to foster a stronger culture centered around growth mindset principles.

These cards are designed for easy printing and cutting, allowing for convenient distribution.

Feel free to share these cards in any manner that best suits your team's needs. Suggested opportunities for distribution include leader rounding, team meetings, or during initiative planning sessions.

LEADERS

Encouraging Growth

What strategies do you use to encourage team members to put in their best effort, especially during challenging projects?

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LEADERS

Valuing Effort

In what ways do you think your organization currently values effort versus outcomes?

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Feedback & Development

How do you incorporate feedback on effort with Practicing Excellence into discussions with team members?

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Defining Actions

How do you define the actions that demonstrate a growth mindset within your organization? What specific actions do you believe contribute most to team success and individual growth?

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Encouraging Proactivity

What strategies do you use to motivate your team to move forward with Practicing Excellence, even when they face uncertainties?

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Feedback on Actions

How can we improve our feedback mechanisms to ensure team members feel encouraged to act and learn from their experiences with Practicing Excellence?

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LEADERS

Encouraging a Positive Culture

How do we encourage team members to adopt a growth-oriented attitude with Practicing Excellence and in their day-to-day work?

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LEADERS

Feedback & Growth

How do we approach giving and receiving feedback, and how does that reflect a growth mindset attitude?

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LEADERS

Celebrating Attitude

How can we better recognize and celebrate positive attitudes and growth mindset behaviors around Practicing Excellence within the team?

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TEAMS

Understanding Effort

What does “putting in effort” mean to you in the context of our work?

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TEAMS

Motivation & Persistence

What motivates you to put in extra effort? How do you stay committed when it becomes difficult or frustrating?

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TEAMS

Support & Celebrating

How can we create an environment that encourages everyone to put forth their best effort with Practicing Excellence? How can we recognize & celebrate those efforts of team members, regardless of outcomes?

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TEAMS

Understanding Actions

What actions do you believe are most important for fostering a growth mindset in our team?

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TEAMS

Taking Initiative

What encourages you to take action, even when you are unsure of the outcome?

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TEAMS

Collaboration & Support

How can we support each other in taking bold actions that align with our Practicing Excellence goals?

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TEAMS

Understanding Attitude

What positive attitudes do you believe contribute to a supportive team environment around Practicing Excellence?

PRACTICING EXCELLENCE/

TEAMS

Encouraging Positivity

What strategies do you think we can adopt to foster a more positive attitude around our work with Practicing Excellence within our team?

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TEAMS

Celebrating Attitude

What small victories can we celebrate that reflect a positive attitude and growth mindset? How can we share our personal growth stories around attitude & Practicing Excellence to inspire others?

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ENGAGEMENT BEST PRACTICES

Leading with Practicing Excellence:

Communication:

Reward and Recognition:

What are 2-3 ideas I heard in today's session that I am going to commit to trying?

1.

2.

3.