



# Grow Your Mindset

## Business Box

Reducing absenteeism, raising morale of colleagues,  
increasing productivity and building resilient teams.

Influencing  
Inspiring  
Innovating



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# About the Team



Gemma Sanchez and Elizabeth Cronshaw are the founders of Grow Your Mindset. We have the passion for and have experienced the impact that developing a **Growth Mindset can have on an individual's belief, attitude and focus towards learning and life.** With 25 years education experience and 10 in the corporate sector we have seen how successful developing a Growth Mindset can be.

Understanding more about how we learn can have a life changing effect on your progress, personal and business growth, as well as our mental health and outlook on life, making us happier and leaving us feeling fulfilled. So **our mission is to share our knowledge and experience to empower individuals** to think differently and cultivate a passion for learning, no matter what their age or position.

Through our own research and practise we have developed a range of different **accredited training programmes, exciting workshops and 1:1 coaching programmes** to help individuals and businesses to establish a community that thrives.

We understand what learning looks, sounds and feels like, so we know how to have an **impact to make your learning 'sticky'.**

By embedding the Growth Mindset philosophies within our projects, we believe we can achieve our mission.



# What is Growth Mindset?

Growth Mindset is a term coined by Stanford University Professor, Carol Dweck. She has spent years researching and talking about her fascination with how equally talented people make progress and yet others do not.

- In a growth mindset, people believe that their abilities can be developed through dedication and hard work.
- When people have the belief that their basic qualities can be developed, failure still hurts, but they know those failures don't define you.
- The Growth Mindset attitude and focus creates a love of learning and a resilience that is essential for accomplishment.
- Developing a growth mindset creates intrinsic motivation and productivity in the worlds of business, education, and sports.

In our businesses, we have a huge responsibility to teach knowledge to achieve highly ambitious targets, but other factors, such as **resilience**, **confidence**, **integrity** and **empathy** also have a profound impact on our success.



# The Stats

- **38 days** are lost each year per employee due to absenteeism (Financial Times)
- **£554** is the average cost per employee per year for absenteeism ( CIPD, Absence Survey)
- **3.2 days** per year, per employee are lost due to mental health issues (Westfield Health)
- Staff took on average **7.8 sick days in the year**, up from 5.8 before the pandemic (CIPD, 2023)

Businesses are challenged by the remaining stigma of mental illness and in the recognising of symptoms before affecting colleague absence. Many businesses are now working tirelessly to ensure that their colleagues receive the best support when faced with mental illness and wish to continue this by developing preventative measures.

The Growth Mindset approach has scientifically been proven to reduce, prevent and increase the management for mental illness.

*“I honestly feel so lucky every day - even on the toughest and most challenging days, I am so grateful to be able to do something I love. I'm learning every day, growing and developing news skills.*

*So, I suppose the moral is, that things get better. And can go from being pretty awful to absolutely amazing.”*

*~Samara Barnes, Barnardo's*



# Our Support Packages

## Platinum Plus

- Certificate of membership
- 12 x refocus and reflect activities (1 per month based upon prior training)
- Newsletter (monthly)
- Teambuilding day – 1 full day
- Accredited Training – GyM Hub 1 – 1 full day
- \*2 x 2hr Bolt On sessions – Pick & Mix
- Refresh & Reflect session – 1 x 2hr session in final quarter
- RISE Online Health and Wellbeing package from BHSF

## Platinum

- Certificate of membership
- 12 x refocus and reflect activities (1 per month based upon prior training)
- Newsletter (monthly)
- Accredited Training – GyM Hub 1 – 1 full day
- \*2 x 2hr Bolt On sessions – Pick & Mix
- Refresh & Reflect session – 1 x 2hr session in final quarter
- RISE Online Health and Wellbeing package from BHSF

## **Gold**

- Certificate of membership
- 6 x refocus and reflect activities (2 per prior training)
- Newsletter (every month)
- Accredited Training – GyM Hub 1 – 1 full day
- \*2 x 2hr Bolt On sessions – Pick & Mix
- RISE Online Health and Wellbeing package from BHSF

## **Silver**

- Certificate of membership
- 3 x refocus and reflect activities (1 per prior training)
- Newsletter (every month)
- Accredited Training – GyM Hub 1 – 1 full day
- \*2 x 2hr Bolt On sessions – Pick & Mix

## **Bronze**

- Certificate of membership
- Newsletter (every month)
- Accredited Training – GyM Hub 1 – 1 full day
- \*1 x 2hr Bolt On sessions – Pick & Mix

# Description of Services

## Teambuilding

Great business culture is built on teams that have a strong sense of trust, engagement, innovation and ethics. That is why with any new group of people we work with, we spend a day building those strong areas of focus, in order to make outcomes in later training more impactful and sustainable. The day will be filled with exploratory activities, which allow colleagues to collaborate in a wide variety of tasks.



## Accredited Training - GyM Hub

Grow Your Mindset training is delivered in our unique, engaging, energetic style whilst also being accredited by the CPD Certification Service.

Our objectives across the course of the day are:

- To understand key principles of Growth Mindset
- To understand the benefits of a growth mindset in terms of health and well-being
- To understand the process of learning
- To recognise how we impact on mindsets of others
- To gather ideas and tips to use in your business or organisation

## **2hr Bolt On Sessions**

Our Bolt On sessions allow each individual to pick from a variety of themes that link most with their business.

Choose from:

- What's your why – aligning company values with mindset.
- The role language and communication plays on mindset.
- Circle of Control and Thought holes – managing those negative emotions effectively.
- Transactional to Transformational leadership.
- Building resilience in the workplace.
- Learning and Performance zones – the definitions and expectations.

## **Refresh and Reflect Session**

Our Refresh and Reflect session allows the group to evaluate their learning from the course over the year and begin to create a sustainable plan to continue to drive things forward either for themselves personally or for the team they are part of.

We will help guide them into creating realistic goals and offer advice and support where needed to ensure these goals are achieved.

## **Refocus and Reflect activities**

After training has occurred, there will be opportunity for colleagues to carry out activities to ensure that their learning is put into practise.



# What people say about us

*"I have been very fortunate to have completed three modules to date with Grow Your Mindset. What a fantastic course, I'm thoroughly enjoying it. Grow Your Mindset have this unconscious professional quality within their teaching to get all fully engaged and indeed think outside the box. It's one of the best courses I have had for such a long time."*

**Elizabeth O'Reilly - Health and Social Care at Westminster Council**



*"I've worked with Grow Your Mindset on a couple of occasions, both personally and with the team. If you're looking to move forward with a growth mindset, believing that anything is possible, working with Grow Your Mindset is a must.*

*I can also highly recommend their accredited course, which gives you and your team the opportunity to become mindset motivators."*

**Christine Smith - Diamond President for Body Shop at Home**



# Interested?

## How to get in touch



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