The Growth Catalyst

Team Chemistry Workshops

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Part 1 · Core Reflections

Understanding Your Growth Mindset Culture Experience

1. Which aspect of growth mindset culture development resonates most strongly with your experience as a substance use disorder professional, and why?

2. How has your understanding of "organizational culture" evolved from traditional healthcare approaches to growth mindset principles?

3. In what ways do you notice periods when you actively contribute to growth-oriented culture versus when you may reinforce fixed mindset patterns?

The Psychology of Organizational Learning

1. How does understanding growth mindset culture as both individual modeling and systematic transformation affect your approach to organizational development?

2. What helps you distinguish between growth mindset practices that enhance learning versus superficial cultural changes?

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3. How has your perspective on "failure and mistakes" evolved in relation to creating environments where setbacks become learning opportunities?

Developing Your Growth Culture Capacities

1. What specific practices help you participate in open failure discussions as learning opportunities?

2. How do you approach identifying and celebrating innovative ideas while supporting innovation even when outcomes are uncertain?

3. What strategies help you create psychological safety for colleagues to try new approaches?

Building Sustainable Growth Culture Practice

1. What growth mindset culture development capacities have you already developed that you might be overlooking?

2. What aspects of maintaining growth culture development still feel most challenging to your organizational effectiveness?

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3. What would healthy integration of individual growth mindset and organizational culture transformation look like in your ongoing practice?

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Part 2 · Growth Dimensions

Failure Destigmatization Awareness

1. How do you recognize when fear of failure is limiting innovation or learning in your workplace?

2. What helps you notice your own reactions to mistakes and failures in clinical or organizational contexts?

3. How do you develop comfort with sharing your own failures and lessons learned?

Innovation Recognition and Support

1. How do you recognize opportunities for innovation and improvement in treatment approaches or processes?

2. What helps you notice when innovative ideas deserve support even if their success is uncertain?

3. How do you develop strategies for supporting innovation despite uncertain outcomes?

Safe Experimentation Environment

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1. How do you recognize the importance of creating safe spaces for testing new approaches or ideas?

2. What helps you notice when staff need support or protection to try innovative approaches?

3. How do you develop protocols for testing new ideas with appropriate safeguards?

Growth Mindset Modeling

1. How do you recognize your role in modeling growth mindset principles for colleagues and patients?

2. What helps you notice how your responses to challenges influence others' willingness to grow?

3. How do you develop authenticity in expressing uncertainty and learning from experience?

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Part 3 · Development Map

Create a personalized map of your journey toward enhanced growth mindset culture development.

Failure-Avoidant to Learning-Focused

Where I was:

Where I am now:

Where I'm heading:

Innovation-Neglecting to Actively-Cultivating

Where I was:

Where I am now:

Where I'm heading:

Risk-Averse to Safety-Creating

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Where I was:

Where I am now:

Where I'm heading:

Fixed-Demonstrating to Growth-Modeling

Where I was:

Where I am now:

Where I'm heading:

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Part 4 · Daily Practices

Morning Growth Culture Intention

- Set intentions for failure destigmatization
- Review opportunities to practice culture development skills

During-Work Development

- Notice moments for failure discussions as learning
- Practice recognizing innovative ideas
- Create psychological safety

End-of-Day Reflection

- Consider culture contribution effectiveness
- Plan tomorrow's culture development

Weekly Innovation Review

- Assess culture development patterns
- Seek colleague feedback

Remember: Growth mindset culture development isn't about achieving perfect organizational transformation—it's about developing increasing capacity for learning-oriented approaches.

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