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Welcome to our session on how accepting feedback advice and change is critical to your career success. My goal today is to share my top tips to help you reach the success that you really want in your career. So before we dive in to all of our content, today, I wanted to give you just a bit more insight into who you're listening to. So again, my name is Jill resonating. I am originally from the Midwest. But now I hail from Charlotte, North Carolina. And I play many roles in my life, namely a daughter, sister, friend, mentor, achiever, and human resources executive, I've spent 15 years in the field. In learning career and organizational development roles, and talent, business partner roles, helping leaders of organizations leverage the strengths of their people to meet the needs of their clients, and the goals of the company. So I've had great opportunity to work for some of the world's most prestigious companies across varied industry, you can see some of the companies I've worked for on the screen now. And over time, I've also become an entrepreneur. And I've used my education and experience in coaching and professional development, to break free from self doubt, and also burnout that can really hold us back especially early on in our careers. And my goal was really to increase my confidence. So I could go after my career goals, and create a life, both a work life and a personal life that I really loved. And I want the exact same thing for you too. And so my goal today is to share my top three tips to help you as you begin your new journey in the working world, and allow you to sustain your success over the long term of your career. So with that, let's dive right into tip number one, which is to develop a growth mindset. And you may know a little bit about mindset, you may know a lot about mindset, or you may just be starting from square one. And in any of those scenarios, that's okay. What I want you to know is that there are really two opposing mindsets or ways that we come at different situations in the world that we can have, and based on how we believe our intelligence, personality

and character are either pre determined for us, or that we're able to be to further develop and change those things over time, really determine the the mindset that you hold. And so the two opposing mindsets that I mentioned are either a growth mindset, which is where I really want you to be or a fixed mindset, which inevitably, at some point in our lives, we can find ourselves in a fixed mindset. So in a growth mindset, this is where you believe that your intelligence level, your personality and the capabilities that you have, can be developed over time that you can develop new abilities and things along those lines. Contrast that with a fixed mindset, where you believe that your level of intelligence, your personality, your abilities, etc, are set in stone based on where they are today. And so to speak a little bit more about both of these mindsets, if you have a real strong desire to learn and grow and take risks, and you look at situations and evaluate them by whether they're going to help you grow. And if when you fail, you look at that as a learning opportunity. You're most likely in a growth mindset. And we want to again, be in that growth mindset as often as we can and recognize that ongoing development and growth requires effort. In a fixed mindset, a lot of times if we're in that place, we have a desire to look smart and never fail. And we may evaluate situations by whether they will help us win or lose. And we look at failure and we internalize it so we might fail. Get something and think, Oh, I'm not good enough for this. And in reality, that's not the case. But when we're in a fixed mindset, we feel like increased effort won't increase our ability.



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And growth mindset has significant benefits to it, it really helps us continue, of course, to learn new things, accept challenges, persevere, when troubles arise, pursue our goals and continually reach higher levels of success that we want. And on the contrary, a fixed mindset has significant drawbacks. And so when we're in a fixed mindset, and we're focused on our desire to appear capable, we avoid and resist challenges. Sometimes we give up when challenges arise for us. And what inevitably happens is we hit a plateau and fail to reach our full potential. So, of course, we want to be in that growth mindset and minimize the amount of time that we spent in a fixed one. So you might be saying that makes a ton of sense, Joe, but how do I stay in a growth mindset? And how you do that is through neuroplasticity. And neuroplasticity is my favorite type of science. And what it is, is really science of our brain that helps us develop new thoughts and new habits, that will lead to our ongoing development and success. So if you think of your brain, as a highway, or electric grid, kind of imagine it, as you see in the image on this screen, some paths along that road or that grid are really well traveled. And these routes are the ones that carry your regular habits and thought patterns, including ones that reinforce feelings of self doubt or questioning of your abilities. And on the contrary, it could be habits that are really healthy and produce confidence and your willingness to go after new challenges. So what we need to do is know our goal, so in this case, a growth mindset. And then we have

to think and act in ways that will support that growth mindset. And what this does when we're consciously thinking and acting in a way that will support that growth mindset is it rewires our brain away from thoughts and habits that keep us stuck in a fixed mindset. And it's in it slowly but surely forges new pathways that help lead to healthy success. So again, every time we think or act a certain way, that pathway is strengthened in our brain making that pathway that thought that habit, more comfortable or natural for us. So I would encourage you too, right now, just think about what are some recurring thoughts, and recurring habits that you have that maybe keep you stuck in a fixed mindset? And how you could shift those thoughts and habits. So how you could change the thought that you're plugging in and replaying in your mind or the actual act? behavior that you're acting out? How can you change those to rewire your brain leveraging neuroplasticity to keep you in more of a growth mindset. And like any new skill, you might learn your plasticity may seem a little overwhelming right now. But it becomes easier over time. So that is tip one, develop a growth mindset through the use of neuroplasticity. My second tip for you is to seek feedback early and often. And I know feedback can be really scary. And what I would encourage you to do is to begin to think of any type of feedback that you might receive. So both the positive, uplifting cheerleading kind of feedback that we all love to get. And constructive criticism, which is really helping us see how to do something better or different as a gift. So again, I want you to begin to think of any type of feedback that you receive as a gift. And when we think about the true definition of a gift, it's an offering a contribution or an endowment to you to help you really be the best version of yourself. So feedback can really help us see blind spots that we may not be able to see on our own things that we need to do better or differently to increase our overall level of effectiveness.



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And it can help encourage us to trust ourselves when we're really doing a great job. And we're just not sure how that job is being perceived. Sometimes we also only want to hear feedback from people who support us. So you know, your mentors, your managers, your friends, colleagues, things along those lines. But it's also important that you seek feedback out from the people who you find challenging to work with, as well. And I say that because there's a lot of insight in the tension that we feel working with



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folks that,



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you know, it doesn't feel quite as easy or quite as natural, or they're a little harder to figure out or work with. But again, there's insight in that tension that we can really learn and grow from. So seek out that feedback from folks who you may not necessarily think of or want to hear the feedback from. When we allow feedback to have a voice, all kinds of feedback, it can open up our eyes to the way other people see the world, not just the way that we do. And that having that perspective, taking ability is a critical skill for anyone who wants to advance in their career, or take on successive levels of leadership over their career as well. So the second tip, seek feedback early and often. And also from people who may not necessarily be the people that you want to or think of, to ask for feedback naturally. My third tip is to focus on what you can give, and not what you can get. And this might sound a little cliché, right. But it's really important that as an employee, you feel that you and your employer have a mutually beneficial relationship. So you feel that you are giving and contributing to your employer, and you feel that that employer is giving and contributing to you. But I want you to pay attention once you feel that you have that mutually beneficial relationship to where you can contribute and add value, and less though on what your company can do for you. And you can do this by understanding your strengths and sharing them with those around you. And I recommend if you haven't taken an assessment to really take an objective look at your natural strengths before, I recommend the Clifton strengths assessment for understanding how you naturally approach strategic thinking, influencing relationship building and executing skills. This assessment is very valuable, and it provides you with in depth reports on how you can leverage and maximize your strengths that come uniquely to you and not necessarily to other people. I also would love for you to reflect on how your life experiences and problem solving capabilities apply to problems in the working world. Having worked through the unique and specific situations that you have worked through in your life also gives you unique perspective. And you know, thoughts and contributions that you can make to challenges that you're trying to solve in your first role out of school. Lastly, I want you to build relationships with other people who you can learn from and leverage especially people whose strengths are different and complementary to yours. And this, this tip, focusing on what you can give and not what you can get is really an important way to set yourself apart from other people, leaders in a company will very quickly be able to tell who is really, you know, invested and in in their role to make the maximum contribution that they can for their company, which is where the learning happens.



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So while it's important that you have that mutually beneficial relationship, again, tip number three is to concentrate and focus on what you can give to your employer where

you can add the most value and make that maximum contribution. not focusing on what you can get from your employer. So in summary, we've covered three top tips today. First, develop a growth mindset. Recognize that your intelligence, your personality, your abilities, can be developed over time. So think about what are the, you know, the things that I want to strive for, and then leverage the power of neuroplasticity, again, the ability to train and rewire your brain,



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your



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habits and thought patterns



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to support your success, we have to think and act differently, again to rewire our brain away from long held habits that might hold us back from our full potential. Second, seek feedback early and often. So we talked about considering feedback as a gift when you receive it from other people, whether it's positive and supportive, or whether it's constructive criticism. Remember that being open to feedback will help you see your work and see the world from different perspectives, which is a key skill of strong leaders. And strong leaders are always adapting. And third, focus on what you can give and not what you can get. So once you feel like you have that relationship with your employer that is beneficial on both sides, shift your attention to where you can contribute, add value and help solve problems that are meaningful for your company and for your company's clients. Consider your natural strengths. That's homework that you can do right now. And what your previous experiences have uniquely, uniquely qualified you were prepared you for in the world of work, many of the problems that we've solved so far in our lives have been because of skills that we've learned and mastered. And those skills translate into the working world. So think about what skills you have that translate into your first job. And in addition to these top three tips, I would just say from my my background, both in coaching and in human resources is be yourself. being yourself is really the only way that you can sustain success long term in your career, and also have fun along the way. So wanted to leave you with a handful of additional resources here. First is aspired li.com. So Aspire Li is my coaching company, we work closely with professionals to help them really claim their confidence



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and design the life that they dream of. So if you are interested, if that things to you, please visit us at [Aspire li.com](https://aspireli.com) and or reach out to me directly Jill at [Aspire Lee calm](mailto:AspireLee@calm.com) and you can grab my email address right there from the slide. I also mentioned as we were talking about tip number three, the Clifton strengths assessment, I've used this assessment in both my corporate roles and my coaching roles. And I would highly recommend that you do this, it's a very reasonable assessment for you to take. And at a minimum, you can take the assessment that shares with you your top five strengths. And again, you can take that assessment it will give you in depth reports that help you understand the nuances of those strengths, how they show up things to be mindful of potential blind spots those strength may also come with and also reports on how to really maximize your strength with other people and in the workplace. So it's a very, very valuable investment. And if you're interested in that you can reach the Clifton strengths assessment through [Gallup strength center.com](https://gallup.com). related to Clifton strengths is the Strengths Finder 2.0 book by Tom Rath, which leverages the research and data behind the Clifton strengths assessment to go into more detail to help you understand your unique set of strengths. You can find that book in bookstores, and also leverage your college or university career center. I think once people graduate from college, a lot of times they don't remember that this is still a resource for them and it's an underutilized resource by graduates. I have personally used my college and university career centers in the past and they've been extremely helpful in helping me navigate career related questions or if they can't pointing me in the right direction to someone who can. So again, congratulations to all the graduates who are with us today. Can't wait to see What the world brings for you and your career. And I look forward to hearing from you and understanding how you leverage these resources. All the best to you.