



THE POWER OF FAILURE: CREATING A GROWTH MINDSET CULTURE

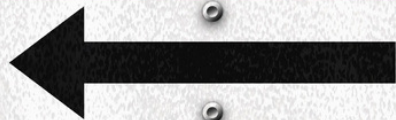
Alabama Association of School Boards

A woman with dark hair, wearing a red long-sleeved shirt, is standing in a muddy stream. She is covered in mud splatters on her shirt and has mud on her face. She is laughing and looking to her right. The background shows a muddy bank with some green grass and a black pipe or culvert on the right side.

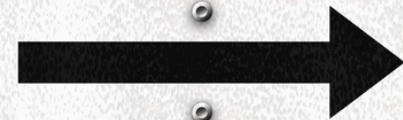
STAGNATION ISN'T PUNISHMENT- IT'S A PROMPT

IT'S A CHOICE...

**FIXED
MINDSET**



**GROWTH
MINDSET**



LEARNING ATTITUDES POLL

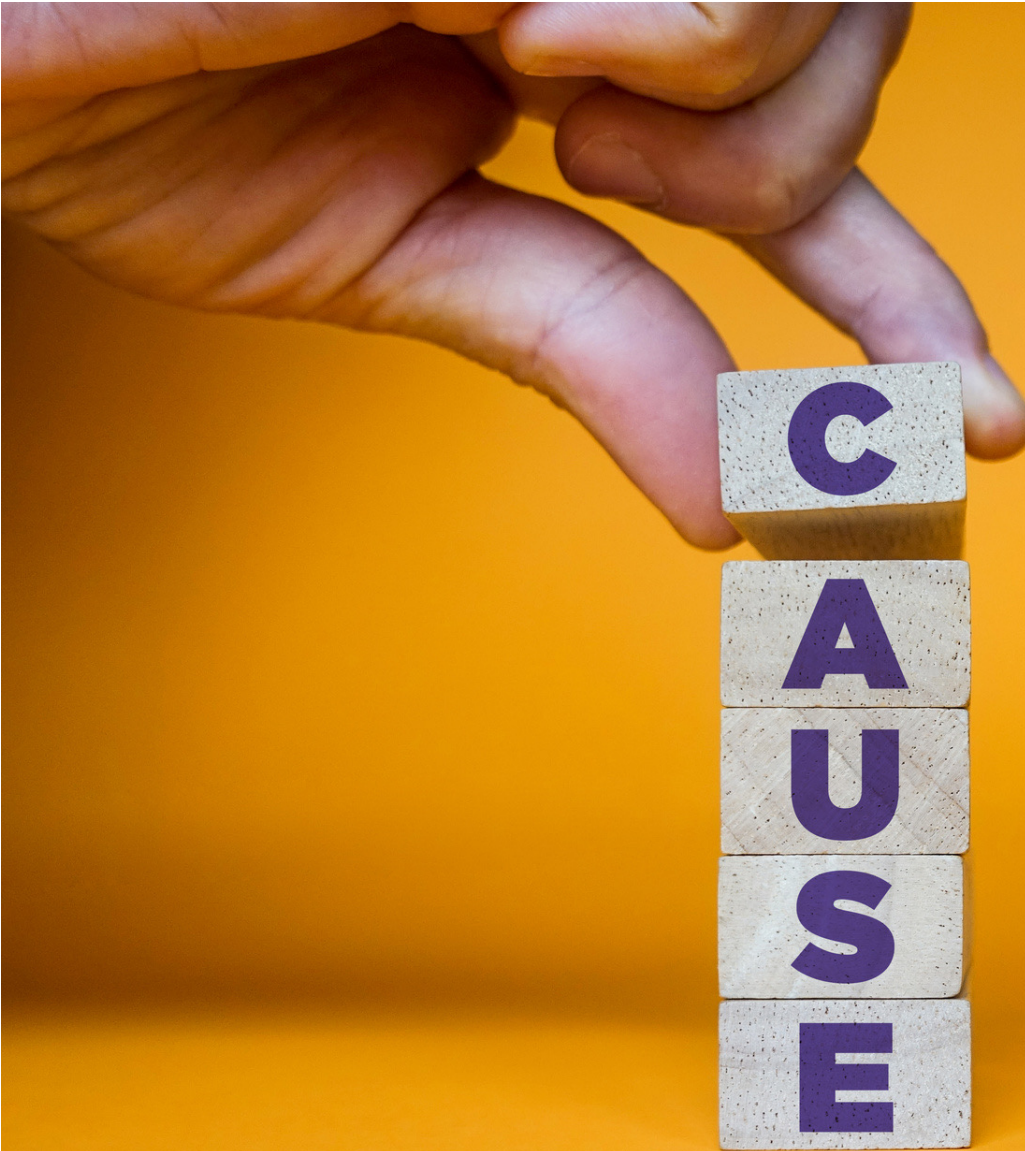
Which of these learning attitudes do you most want to strengthen in yourself?

- **Curiosity**—asking more questions?
- **Resilience**—bouncing back after setbacks?
- **Adaptability**—embracing change instead of resisting it?
- **Collaboration**—learning from others instead of going solo?



SYMPTOMS OF A STAGNANT CULTURE

- Low energy and engagement
- Fear of failure
- Resistance to change
- Passive leadership



ROOT CAUSES

- Disconnected from mission, vision, core values
- Identity/Purpose confusion
- Unclear roles/expectations
- Absence of accountability

**“WHERE THERE IS NO VISION,
THE PEOPLE PERISH.”**

Proverbs 29:18

What vision is missing in your culture right now? What's the cost of that absence?

REFRAME THE ENVIRONMENT TO SPARK GROWTH



SHIFTS THAT SPARK GROWTH

- Language Shift: From “I can’t” → “I’m learning”
- Cultural Shift: From Perfectionism → Progress
- Leadership Shift: From Control → Coaching





WHY COACHING MATTERS


- Coaching builds trust
- Coaching unlocks potential
- Coaching normalizes failure as part of growth

3 COACHING TECHNIQUES TO NORMALIZE FAILURE



Reframe the Narrative

"What did this experience teach you?"



Ask Stretch Questions

"If failure wasn't final, what would you try next?"



Celebrate Effort, Not Just Outcome

"I saw your effort, what did you learn?"

USE COACHING TO SHIFT THE FOCUS FROM PERFECTION TO PROGRESS.

USE QUESTIONS AS A WAY TO CONNECT.

FAILURE IS A STRETCH, NOT A STOP.

“Success is not final, failure is not fatal: it is the courage to continue that counts.”
-Winston Churchill

**YOUR POSITIVE PERSPECTIVE MIGHT BE THE
PERMISSION SOMEONE ELSE NEEDS TO GROW.**



GROWTH CREED DECLARATION

I am becoming. I am learning. I am multiplying.

I am not stuck—I'm being stretched.

READY TO FOSTER A GROWTH MINDSET?

Access our



Digital Growth Kit



You're not stuck - you're being stretched! Let's grow together.



QUESTIONS? A-HAS! TAKEAWAYS...