

# The Importance of a Growth Mindset in Employee Performance

Linking Emotional Intelligence and Habits

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In today's dynamic workplaces, a growth mindset — the belief that abilities and intelligence can be developed through effort and learning — is essential for employees and organisations. It fosters resilience, creativity, and adaptability, enabling individuals to embrace challenges rather than fear them. Employees with a growth mindset are more likely to seek feedback, learn from failure, and pursue continuous improvement, all of which directly enhance performance, instilling a A-player mentality.

**Emotional intelligence (EI) plays a crucial role in supporting a growth mindset. Self-awareness, a key component of EI, allows employees to recognise their emotional reactions to setbacks and reframe them as opportunities for growth. Empathy and relationship management skills help in creating collaborative environments where learning is encouraged and supported. In this way, emotional intelligence amplifies the benefits of a growth mindset, leading to higher engagement, better problem-solving, and stronger team dynamics.**

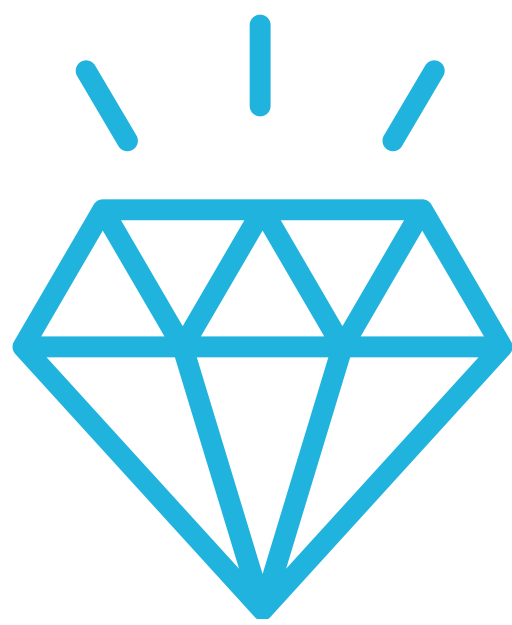
Habits act as the foundation that sustains both a growth mindset and emotional intelligence over time. Daily practices like reflective journaling, goal setting, active listening, and seeking feedback help employees internalise growth-oriented behaviours. As these habits become automatic, they reinforce a culture of learning and emotional mastery, driving consistent, long-term performance improvements. In summary, a growth mindset, fuelled by emotional intelligence and anchored by positive habits, is critical for employees to thrive, innovate, and succeed in an ever-changing business environment.



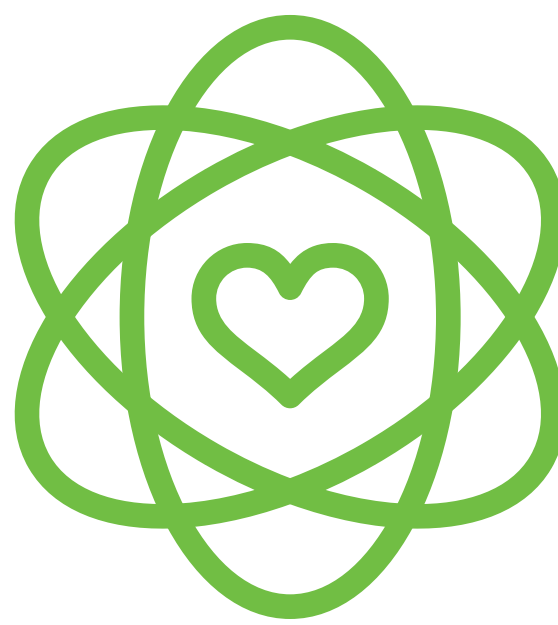


# But How do we Build a Growth-Mindset Culture?

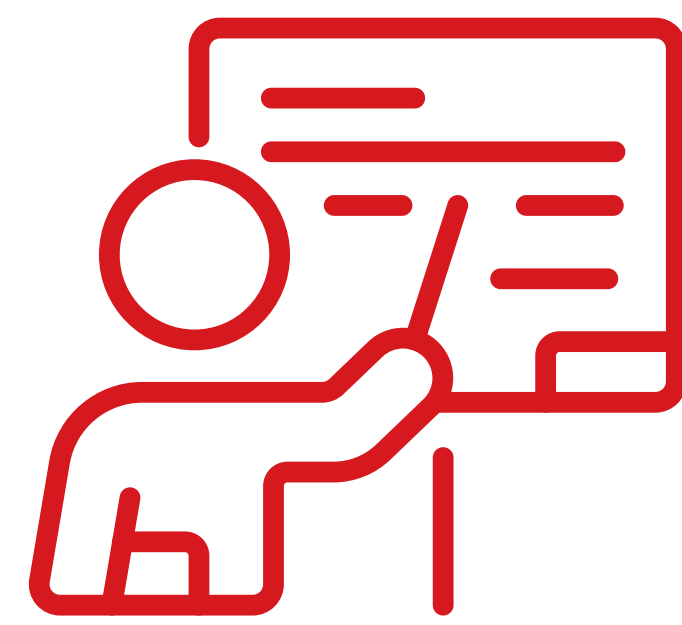
Creating such a culture doesn't happen by accident — it all comes down to habits. Research has distilled the traits of growth-mindset cultures down to three repeated actions: Value progress, Experiment, and Learn from others.



Value Progress



Experiment



Learn from others

Simply put, when teams focus on getting better rather than looking good, regularly try new things and learn from the outcomes, and share knowledge with one another a growth-mindset culture is practised. It's an environment where team members drop their egos and prioritise getting results together, instead of competing to earn the praise of their leaders or peers. It does not take away the ability and striving for individual performance, it merely makes every single connection of the chain that much stronger.

**Importantly, it was also found that there's a real science embedded in these shared habits; simply declaring them as new priorities won't accomplish much. People may see value in the behaviours, but without the right systems to reinforce the habits, pretty soon employees will be back to their old ways and this is why habits and a growth- mindset goes hand in hand.**

Over time, this is how growth-mindset cultures develop. It's how organisations can turn inner thoughts and attitudes into measurable business results.

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