



Ace Your Interview by Developing a Growth Mindset

One of the top skills employers are looking for during job interviews is a strong growth mindset. A growth mindset is the belief that your abilities and intelligence can be developed and improved over time through effort, learning, and perseverance. Fostering a growth mindset is essential in today's rapidly changing world as it shows your flexibility and adaptability to succeed.

Developing a growth mindset is a transformative journey that requires self-awareness and conscious effort. Here are five strategies to help you strengthen your growth mindset and how to highlight this skill during a job interview.



Replace "I Can't" with "I Can't Yet":

Shift your language to reflect a growth mindset. Instead of saying, "I can't do this," say, "I can't do this yet." Adding "yet" acknowledges the potential for growth and improvement over time.

Related Question: "Tell me a time you overcame a challenge."

When asked this, or a similar question, during a job interview, share a challenge you've faced where you initially felt uncertain or lacked a particular skill. Describe the challenge and emphasize your learning and solutioning process.





Value Learning over Validation:

The joy of learning should be your primary motivation when developing a growth mindset. You'll find satisfaction in acquiring new skills, expanding your knowledge, and improving yourself, which will set you up for success.

Related Question: "How do you keep up-to-date with your industry?"

Read external publications related to your expertise and discuss how you used that knowledge in your position with the hiring manager.



Learn from Others:

Study the journeys of successful individuals you admire. Engaging with others - whether through conversations, collaborations, or mentorships - helps you identify valuable lessons.

Related Question: "Who is a person you admire and why?"

Mention specific qualities your role model possesses that align with the company culture and what you learned from them to improve yourself.

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Focus on Mastery, Not Comparison:

Although it's important to learn from others—do not compare yourself to them. This will inevitably lead to "Imposter Syndrome," which can have a major impact on your mental health and can even hold you back from reaching your professional goals.

Practice self-awareness by focusing on your progress, instead of comparing yourself to others. Celebrate your accomplishments, no matter how small, and keep track of your progress.

Consider keeping a "living document" of your achievements and areas where you've grown. This will be helpful in mastering skills and referencing specific examples during a job interview.

Related Question: "What accomplishments are you most proud of?"

Consider sharing about a work-related achievement where you had to learn something new to improve a situation.



Answer Questions With STAR

The STAR method is one of the best techniques to answer interview questions. **STAR** stands for **S**ituation, **T**ask, **A**ction, and **R**esult.

Situation: Share the context around a specific situation with two or three important details.

Task: Describe your role in the situation.

Action: Spend the most time explaining the steps you took to handle the situation. Be humble, but own your accomplishments; use "I" to highlight your particular contributions.

Result: Focus on two or three main results of your actions and what you learned from the experience.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.