



UPM
UNIVERSITI PUTRA MALAYSIA
BERILMU BERRAKTI

PUTRA
PERTANIAN UNTUK RAKYAT

**PUTRA
SCIENCE
PARK**

● *Module 1*

Unlocking the High - Performance Mindset

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The Energy Check – *Self-Assessment*



Take the WDHB
Growth

[https://wdhb.com
/blog/growth
-
mindset -quiz/](https://wdhb.com/blog/growth-mindset-quiz/)



Share scores
with a
neighbour



What
surprised you
about your
score?



What is a High -

Performance Mindset?



Defines
“growth”
vs. “fixed”
mindset in
daily work



Mental
habits
shape
outcomes
and
innovation



Why
mindset
matters for
efficiency
and
progress

Key Traits of High Performers

Embrace challenges and new ideas

Seek feedback and act on it

Support and uplift team members

Show initiative—
don't just wait for orders

Inspiring Stories of UPM High Performers

THOHIRA

Prof. Dr. Shuhaimi Mustafa
Halways Sdn. Bhd.

Thohira Synbiotics increases the profit of farmers by improving growth & protecting their aquatic animals against diseases using elite microorganisms.



OUR SOLUTION

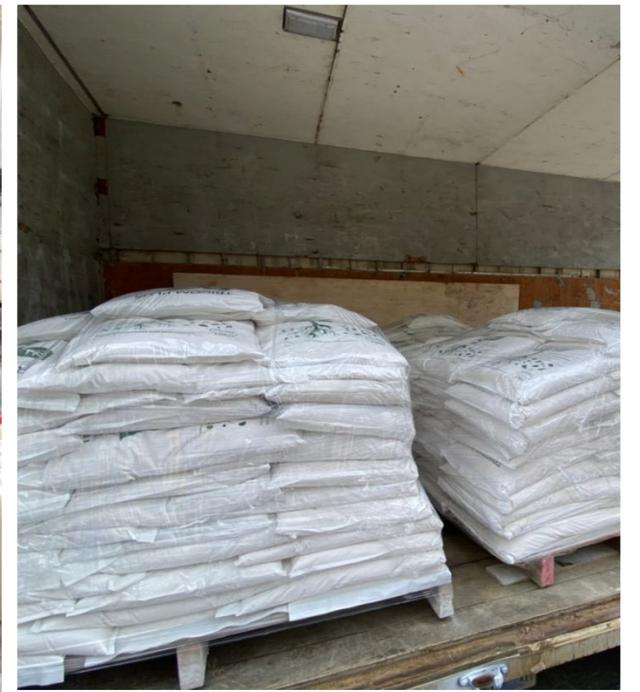
Harnessing Microbial Power for Sustainable Agriculture

HALWAYS biological solutions enhance soil fertility, combat pesticide/antibiotics resistance, and lower greenhouse emissions, fostering sustainable, productive agriculture.



OUR PRODUCTION FACILITY





Barriers to High Performance



Common limiting beliefs
("I can't change this")



Habits and workplace
norms at UPM



Poll: What holds our
teams back most?



Mindset Shapes Performance



https://docs.google.com/spreadsheets/d/1I3EmvuNeZpN3jyz0F4FL4cnTr34ZB7B8/edit?usp=drive_link&oid=111103546158277212938&rtpof=true&sd=true

Examples: Fixed vs. growth statements in daily UPM tasks



Visual Activity: Two columns listing growth vs. fixed statements (“I can learn new skills” vs “I’m just not good at that”).



Real-life story: When mindset made a difference



Benefits of growth mindset: resilience, adaptability, learning



Unlocking the High Performance Mindset

Activities

- Hands -On Activity:
 - Role-play scenarios comparing high vs. low-performance reactions to challenges.
 - Group discussion: “What holds us back as individuals and as an institution?”

Objective

Develop awareness of personal thinking patterns and identify barriers to high performance.





EXAMPLE SCENARIO:

- “A new online system breaks down unexpectedly before an important registration deadline.”
- Fixed mindset team: “It’s not our fault. We just wait for IT. This always happens—we can’t change it. Sorry.”
- Growth mindset team: “Let’s troubleshoot what we can, alert IT, inform students about next steps, and document a process improvement for next time. How can we support each other?”





PURPOSE:

Make mindset tangible by comparing typical workplace responses to challenge—showing how growth/fixed thinking alter results and culture.

INSTRUCTIONS FOR ROLE PLAY:

- Divide into groups of 4.
- ✓ https://www.classools.net/random_group-generator/
- ✓ Each group must decide on a common UPM challenge scenario (e.g., last-minute assignment, difficult student request, system error, multiple deadlines).
- ✓ Each group prepares and acts out two versions:
 - a. Low-performance/fixed mindset reaction:
 - Avoids responsibility, blames others, resists extra effort, focuses on discomfort/limitations.
 - b. High-performance/growth mindset reaction:
 - Acknowledges challenge, seeks solutions, invites help, takes initiative, learns from feedback.



Debrief:

- What feelings did each response evoke for staff and students?”
- “How did solution possibilities change?”
- “What happened to team energy and trust?”



- Honest reflection—share where you see fixed/growth mindsets in your unit.
- How comfortable are people in your department taking risks or admitting gaps?.
- What are examples of limiting beliefs and a new mindset shift that you would like to commit to.



Barriers to High Performance

- What habits, beliefs, or structural barriers keep us from high performance at UPM? (resources, old habits, lack of feedback, unclear goals, fear of blame).



- Invite teams to discuss ways they could shift at least one barrier with a growth mindset strategy.



High - Performance *Starts Today*



Summary —growth mindset is learnable



Challenge: Apply one mindset shift in daily work



Feedback: One insight you're taking away





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● *Module 1*
Conclusion

Thank You

