



Northern Utah

A monthly report of the happenings of the SHRM-Northern Utah chapter and information to support Human Resource professionals.



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President's Address

Summer is under way and many of us are in the throes of vacation day logistics and the end of a fiscal year for those in education.

We are looking forward to our Luncheon this Thursday where we will learn about the intricacies of FLSA and remote work.

In August we will have our quarterly Ask an Attorney call, and most importantly, we will have our Golf Tournament, where we will raise money for Weber State Scholarships. We will have the ability to offer four student scholarships this year, thanks to the efforts last year.

Thank you for being a part of the membership, and remember, we love your feedback, so let us know how we can make your membership of the most value to you!

Till next month!

Rachel Child

2026 SHRM Northern Utah President

Upcoming Events at a Glance

See calendar items in detail at www.NUHRA.org.

June 16-19, 2026 SHRM Annual Conference Orlando	June 18, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott	July 16, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott
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Fostering a Growth Mindset

When you've been in HR long enough, thinking about growth can feel draining. We've been there and burned that bridge already. However, if we pause and look back at our own careers, we can identify key moments in our lives that have shaped us for the better. Those key moments often presented as challenges or obstacles to overcome. The idea behind a growth mindset is to see challenges as stepping stones and to keep looking to the future and its possibilities.

According to an article, *Cultivating a Growth Mindset in the Workplace*, <https://www.simplybeecounseling.net/blog/growthmindset>, there are five strategies to embrace:

1. Embrace Challenges
2. Learn from Criticism
3. Cultivate Curiosity
4. Celebrate Effort Over Results
5. Set Learning Goals

When we face our challenges head on, learn from what happens, and seek to learn no matter what happens, we start to see results and growth.

An article in Forbes recommends the following for developing an organization with a growth mindset:

“• **Encourage a learning environment.** Organizations should create a culture that values and prioritizes learning and development.

• **Embrace failure.** Failure should be viewed as a learning opportunity rather than a setback.

• **Recognize and reward growth and learning.** Organizations should recognize and reward employees who demonstrate a growth mindset and a willingness to learn.

• **Foster collaboration.** A growth mindset culture is one where collaboration is encouraged.

• **Lead by example.** Leadership should model a growth mindset and a willingness to learn.”

<https://www.forbes.com/councils/forbesnonprofitcouncil/2023/04/17/developing-a-growth-mindset-culture/?streamIndex=0>

For more references and ideas, visit <https://www.shrm.org/topics-tools/tools/express-requests/cultivating-a-growth-mindset>.