

# Developing Leadership Mindset

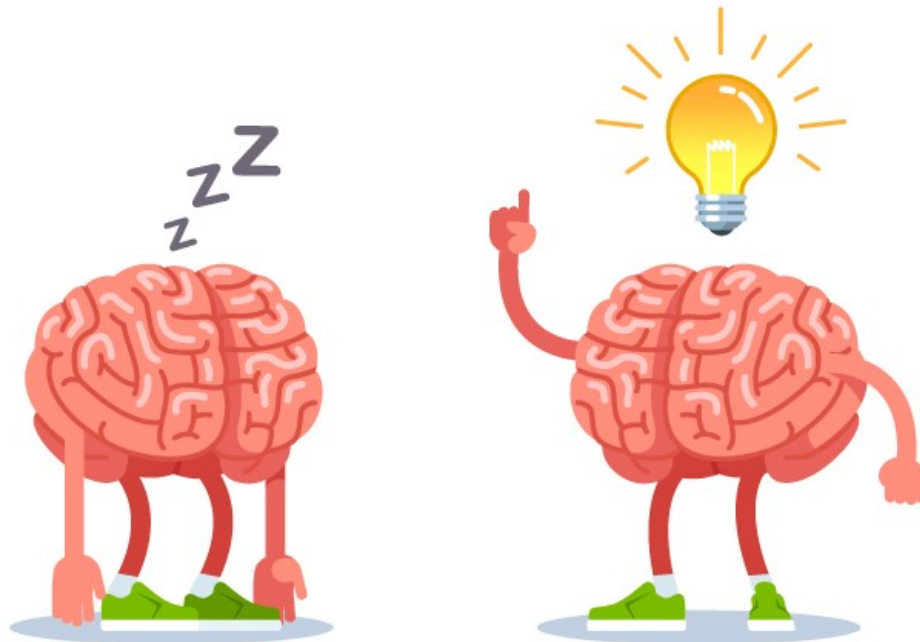


MMS Sem II 2022-23

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# What is a Mindset?

- Your mindset is a **set of beliefs** that shape how you make sense of the world and yourself. It **influences** how you **think**, **feel**, and **behave** in any given situation.
- A **mental attitude** that determines how you will **interpret** and **respond** to situations.



# The Impact of Mindset

Your mindset plays a critical role in how you **cope** with life's **challenges**. When a child has a **growth mindset**, they tend to have a **hunger** for **learning** and a **desire** to **work hard** and **discover** new things. This often translates into academic achievement.

As adults, these same people are more likely to hold on in the face of setbacks. Instead of throwing in the towel, adults with a growth mindset view it as an **opportunity to learn and grow**. On the other hand, those with **fixed mindsets** are more likely to **give up** in the face of **challenging** circumstances.

In her book "Mindset: The New Psychology of Success," Carol Dweck writes that those with fixed mindsets are constantly seeking the validation to prove their worth not just to others, but also to themselves.

**OK, HERE'S A  
CHALLENGE FOR YOU**

**NAH, NOT MY THING**

**BRING IT ON**



**FIXED MINDSET**



**GROWTH MINDSET**

# Mindset Formation

So how is your mindset created in the first place? The research reveals two primary sources: **praising** and **labeling**, both of which occur in early childhood.

The kids behaved very differently depending on the type of praise they received. They found that **personal praise**, or praising a child's talents or **labeling** them as "smart," promotes a **fixed mindset**. It sends a message to a child that they either have an **ability** or they don't, and that there is nothing they can do to **change** that fact.

**Process praise**, on the other hand, emphasizes the **effort** a person puts in to **accomplish** a task. It implies their **success** is due to the **effort** and the **strategy** they used, both of which they can **control** and **improve** over time.

# WHAT HAPPENS?

Grade	Fixed Mindset	Growth Mindset
K	n/a	100%
1	10%	90%
2	18%	82%
3	42%	58%

By 6<sup>th</sup> grade, 60% of students have a Fixed Mindset.

From *Mindsets in the Classroom* by Mary Cay Ricci © 2013, Prufrock Press

Adults can take steps to ensure that their children develop growth mindsets by praising efforts not results. By focusing on the process rather than the outcome, adults can help kids understand that their efforts, hard work, and dedication can lead to change, learning, and growth both now and in the future.

<https://www.youtube.com/watch?v=qjBdcyueom8>



# How to Unfix a Fixed Mindset

## Focus on the journey

An important factor when building a growth mindset is seeing the value in your journey. When you're fixated on the end result, you miss out on all the things you could be learning along the way.

## Incorporate "yet"

If you're struggling with a task, remind yourself that you just haven't mastered it "yet." Integrating this word into your vocabulary signals that despite any struggles, you can overcome anything.

## Pay attention to your words and thoughts

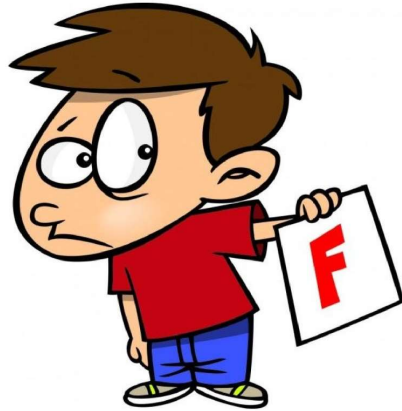
Replace negative thoughts with more positive ones to build a growth mindset.

## Take on challenges

Making mistakes is one of the best ways to learn. So, instead of shying away from challenges, embrace them.



# The Power of **NOT YET**



*What if School  
give Students  
**NY** (Not Yet)  
grade instead  
of **F** (Fail)?*

There's a high school in Chicago with an unorthodox grading system. Students have to pass a certain number of classes to graduate, and if they don't pass, they get a different kind of grade: "Not Yet."

The power of "Not Yet": "If you get a failing grade, you think, I'm nothing, I'm nowhere. But if you get the grade "Not Yet" you understand that you're on a learning curve. It gives you a path into the future"

## ○ Growth Rings



### ○ Chaos

An environment of little to no control where growth is halted by high turmoil.

### ○ Complexity

An unpredictable environment where the outcomes are unknown.

### ○ Order

A comfortable environment that leads to a predictable outcome.

### ○ Stagnation

A low performing, or negative growth environment.

“Only in a state of discomfort, can you continue to grow”

# Who is a Leader?

“You don't need a title to be a leader in life. And the simple fact of having a title won't make you a leader. Everyone has the opportunity to lead, every day.”

John Maxwell describes leadership as **positive influence**.

When we lead, everything we do is geared toward creating some kind of positive outcome, whether improving income, relationships, spiritual life, health, or career.

The bottom line is, influence and inspiration come from the person, not the position.

# How does a Leader act?

What are the key characteristics of titled and untitled leaders?

They:

- **Believe** they can positively shape their lives and careers.
- **Lead** through their **relationships** with people, as opposed to their control over people.
- **Collaborate** rather than control.
- **Persuade** others to contribute, rather than order them to.
- Get others to **follow** them out of **respect** and **commitment** rather than **fear** and **compliance**.

# Leadership Test

You **aspire to lead** if you want to:

- take **control** of your life
- make your organization **better**
- **seize** new **opportunities**
- **improve** the service your customers receive
- **influence** others to be their best
- **solve** problems
- **contribute** to the betterment of others
- make the world a little **better**

And you don't need a title to do it.

# AN ARMY OF LIONS

Philip of Macedonia, the father of Alexander the Great, said, "An army of deer led by a lion is more to be feared than an army of lions led by a deer." That may be true, but Philip missed the bigger point: *An army of lions led by a lion is to be feared most of all, for it is unstoppable.*

What's more powerful than having strong, effective leadership at the top of the organization? Having an organization of lions where *everyone* leads.

At any Toyota plant, every employee on the line has the authority and responsibility to shut down the line at any time they feel necessary. Quality control and problem solving aren't left to the titled managers. A worker who spots a problem is expected to lead by calling attention to it rather than allowing it to slip through and become an imperfection on a dealer's lot or owner's driveway.

# LEADERSHIP

## **Formal Leaders (FL)**

- = Has a formal title
- = Has responsibility
- = Is accountable
- = Applies to some
- = Authority in role

## **Mindset Leaders (ML)**

- = Has the mindset
- = Takes responsibility
- = Is proactive
- = Can apply to all
- = Authority in person



[https://youtu.be/Dudi5VF\\_dCk](https://youtu.be/Dudi5VF_dCk)

# 12 Signs of Leadership Mindset

## 1. Curiosity:

Great leaders are always curious. They never turn down the opportunity to learn new things, and they know that an opportunity to learn can come at any time. A curious mind and love of learning are part of any great leadership.

## 2. Positivity:

Great leaders know the importance of positivity. When you have to deal with the reality of life it can be easy to become pessimistic—but great leadership requires a mindset that can turn what is bad into good, what is negative into positive.

# 12 Signs of Leadership Mindset

## 3. The ability to listen

A great leader is a great listener. Many of us who know the importance of communication focus on speaking and writing well but forget about the critical skill of listening. Great leadership means making yourself into a great listener and encouraging others to share their thoughts.

## 4. Openness

Great leaders are open—to people, ideas and opportunities. If you allow people to come to you with their thoughts and ideas and visions and you listen and you take it all to heart, you have the right mindset for great leadership.

# 12 Signs of Leadership Mindset

## 5. Empathy

Empathy is among the most important leadership skills—it allows leaders to connect and quickly tune in to how others are feeling. Showing care and compassion to others is part of great leadership.

## 6. Resourcefulness

Great leaders know how to tap into resources. As John Quincy Adams said, “If your actions inspire others to dream more, learn more, do more and become more, you are a leader.” Leaders know how to use whatever’s at hand and make the best of any situation. If people look to you in times of crisis, you have the resourceful mindset of a great leader.

# 12 Signs of Leadership Mindset

## 7. A good relationship with change

Great leaders know change is inevitable. They're ready for anything the future brings because they embrace the very concept of change, and they never waste time trying to uphold the status quo. Great leadership means rolling with the changes.

## 8. Communicativeness

The best leaders communicate clearly and concisely. Whether it's your long-range vision, your thoughts and opinions on a current situation, or even bad news, you need to communicate with sincerity, transparency and feeling.

# How Leaders Communicate

Others tell. *Leaders sell.*

Others impress. *Leaders influence.*

Others try to be heard. *Leaders strive to be understood*

Others explain. *Leaders energize.*

Others inform. *Leaders inspire.*

Others relay only facts. *Leaders tell stories.*

# 12 Signs of Leadership Mindset

## 9. Connection

Great leaders know the importance of connectedness. They work hard on creating and maintaining great relationships; they make it a priority to inspire, teach, support and encourage others. If you are a great networker because you genuinely love connecting with people, you have the mindset of a great leader.

## 10. Confidence

Confidence is important for great leadership. If you accept that you are accountable for your own actions and behaviors and you are not into the blame game, if you have the confidence to admit when you are wrong and stand up when you're right, you have the mindset of a great leader.



# 12 Signs of Leadership Mindset

## 11. Conviction

Values and convictions matter in great leadership. That means you know who you are and what you believe in, you're committed to your values and you live your life according to those values. People feel inspired by your commitment and passion and will seek you out to connect.

## 12. Solution-seeking

Solutions are important to great leadership, because problems are everywhere. A future orientation will lead you to look outside the square to search for solutions, and when you find solutions you have the mindset of a great leader.

# How Leaders Execute?

## The Power of Execution

### Walking the Walk

Leaders have High IQ (Implementation Quotient)

### Visioning

Vision is a noun. Visioning is a verb.

One's ability to articulate and achieve a vision

## The barriers to Execution

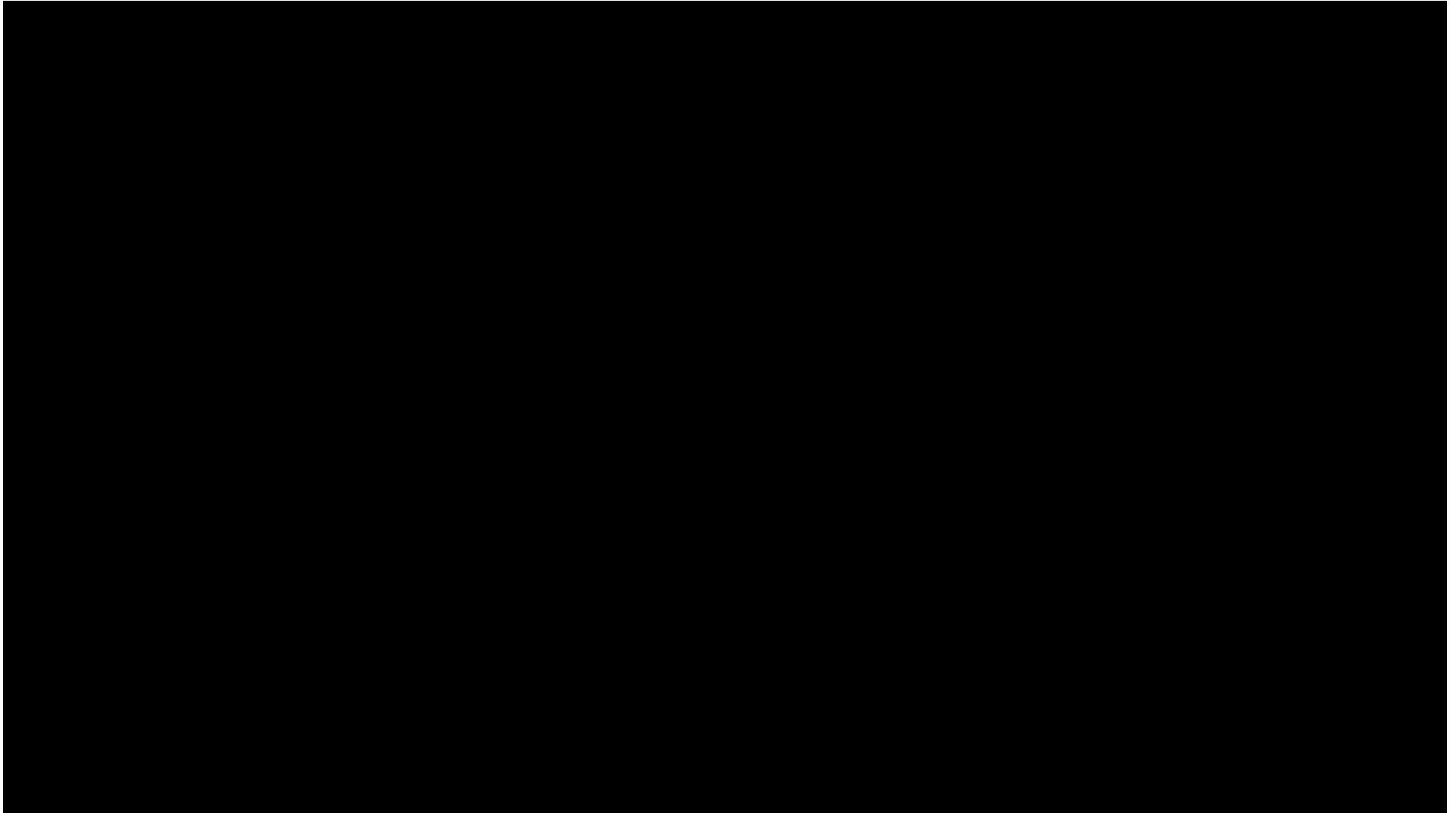
Paralysis by Analysis

Fear of Failure

Confusing talking with taking action

Accepting explanations as excuses

<https://www.youtube.com/watch?v=JZ4W33QzIfg>





## CONTRIBUTORS

SEE

DO



A distraction  
from my job

**DO THEIR  
JOB**



A reason to  
look for  
leadership

**WAIT FOR  
DIRECTION**



An added  
hassle

**ESCALATE  
ISSUES**



A detour  
from my  
strengths

**STICK TO  
WHAT THEY  
KNOW BEST**



A reason to  
ask for help

**ADD TO THE  
BURDEN**

## ≡ IMPACT PLAYERS ≡

SEE

DO

A chance to  
be useful

**DO THE JOB  
THAT'S  
NEEDED**

An opportunity  
to provide  
leadership

**STEP UP,  
THEN  
STEP BACK**

A chance to  
build strength  
& prove myself

**FINISH  
STRONGER**

A reason to  
build new  
capabilities

**ASK &  
ADJUST**

A need to  
work together

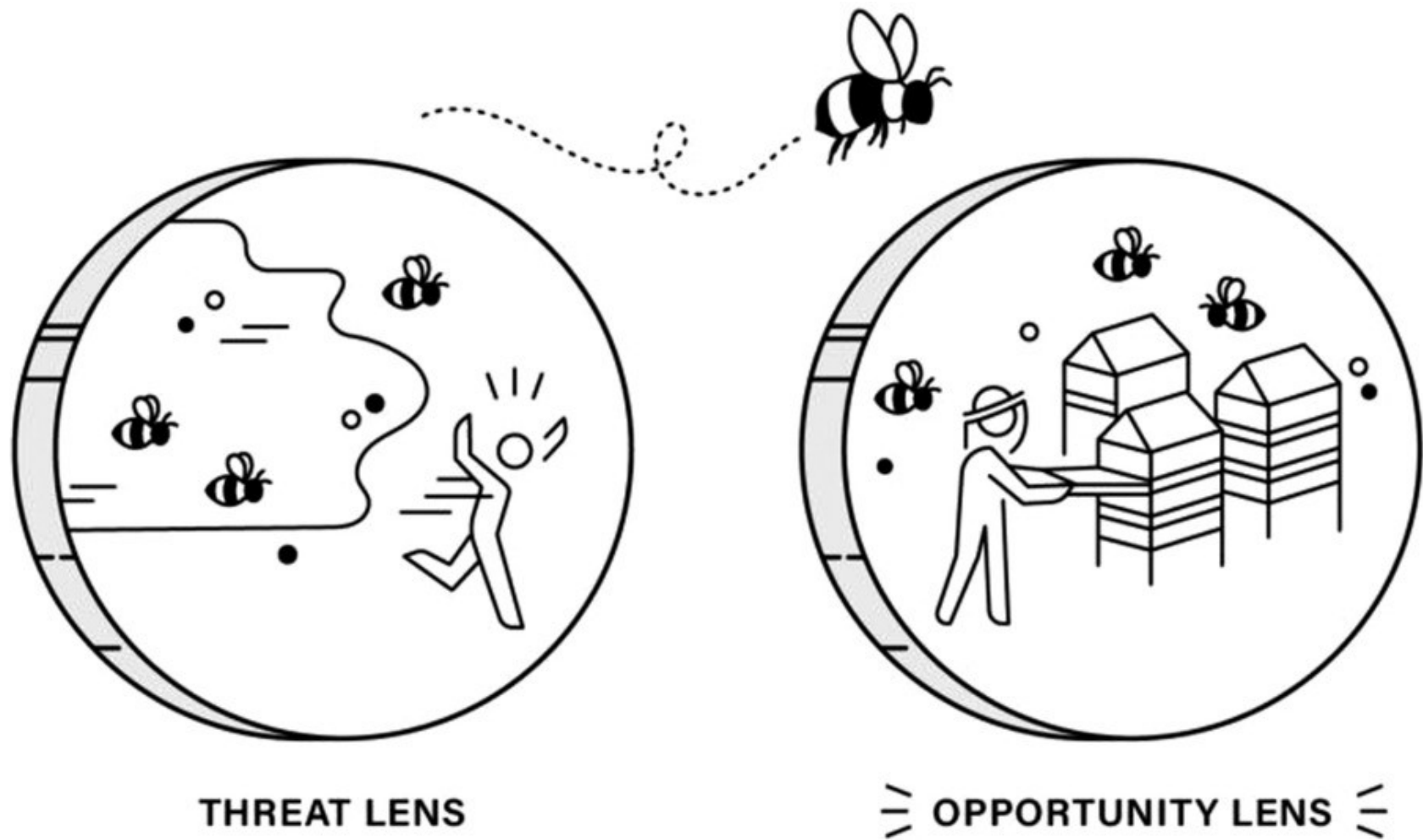
**MAKE WORK  
LIGHT**

Impact Players take charge of situations that lack leadership. When they see an opportunity for improvement, they don't wait for permission to act. They step up, volunteering to lead long before higher-ups in the organization ask them to do so.

Impact Players offer a low-maintenance, high-accountability proposition: they take ownership, anticipate and wrestle down problems, and do what it takes to complete the job.

Impact Players are able to adapt because they are confident in their ability to learn. But they are also comfortable enough with themselves that the prospect of failure—and inherent risk of learning.

Impact Players create a positive and productive work environment for anyone on the team—including themselves.



Adopt Leadership Mindset & Be an Impact player



