



# Developing Adaptable and Resilient Mindsets

Interactive workbook

# Adopting adaptable and resilient mindsets (1/2)

Mindsets are the belief filters between you and reality. They influence what you perceive, how you feel, and how you behave. Mindsets impact your ability to learn and, ultimately, the success and satisfaction you will experience.

We all have the capacity to change our mindsets and behaviors, and, consequently, our outcomes, for the better.

**Explore some of the mindsets that are hallmarks of adaptable and resilient people.**

## Fixed

vs.

## Growth

“A challenge is a test that I pass or fail, based on my inherent abilities. If I am not already good at something, I will not do well.”

“I can learn to do anything I want. Challenges and mistakes are opportunities for learning and development.”

## Expert

vs.

## Curious

“I should already know the answer. I should perform during a challenge by having the answers.”

“I am going to ask a lot of questions, explore, and discover. I can learn a lot from trying something new.”

## Reactive

vs.

## Creative

“I need to identify the problem and what is causing it so I can apply tested, well-practiced solutions to bring the situation under control.”

“I need to lead with purpose. I will empower myself and others to explore new possibilities and experiment our way to an innovative solution.”

# Adopting adaptable and resilient mindsets (2/2)

## Victim

“There are many factors beyond my control that affect my ability to thrive, grow, and get things done.”

vs.

## Agent

“Within reason, I believe in my ability to learn new things, overcome challenges, and accomplish just about anything I put my mind to.”

## Scarcity

“A challenge typically involves limited resources, hard choices, and trade-offs that must be made.”

vs.

## Abundance

“A challenge is typically a potential win-win situation looking to be discovered.”

## Certainty

“I would rather things go according to plan than take a detour that may end up better.”

vs.

## Exploration

“I do not know what the future holds, so the best way to succeed is to plan ahead but be flexible and curious as I go.”

## Protection

“I need to prevent something bad from happening.”

vs.

## Opportunity

“I could make something great happen.”

# Use APR to activate adaptability and resilience

More than just recognizing when we or others are not demonstrating adaptable and resilient mindsets, we have the opportunity to actively shift those mindsets. APR is a technique that you can use both in the moment and as a tool for reflection.

## Awareness

**Become aware that I am operating from “default”**

Think of something you have been finding challenging.

What does it make you think and feel?

What are your mindsets?



## Pause

**Interrupt and create space**

Take a pause in this very moment to center yourself. Maybe take a few deep breaths or plant your feet on the floor.



## Reframe

**Use specific questions to embed new mindsets and take an aware action**

What opportunities would there be if you were to shift your mindset?

Continue to think about ways you can flexibly incorporate APR in your daily practices. In particular, think about how you can practice integrating questions that will help you to reframe specific mindsets. We have included some example questions on the following page.

# Questions to reframe mindsets (1/2)

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**Fixed**

vs.

**Growth**

How can this challenge be an opportunity?

What could be possible if I learn and develop from this experience?

**Expert**

vs.

**Curious**

What questions, new perspectives, or opportunities do I want to explore?

If I approach this with fresh eyes, forgetting for now what I already know, what would I get curious about?

What would be possible if I could embrace the struggles that come with learning something new?

**Reactive**

vs.

**Creative**

What is the bigger “why” that I am solving for?

If this challenge were actually a hidden opportunity to create something different and better, what would I want?

What could I imagine that would be important and meaningful?

What is the smallest step that I can take towards getting to the end state I desire?

# Questions to reframe mindsets (2/2)

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**Victim**

vs.

**Agent**

What are the various ways I can influence the situation?

What do I already have going for me?

What capabilities, ideas, or resources could I access to successfully navigate this challenge?

**Scarcity**

vs.

**Abundance**

What could be a win-win scenario in this situation?

If I release some of the constraints on the situation, what might be a bigger opportunity?

**Certainty**

vs.

**Exploration**

What is the smallest thing I can do to try out a different approach and learn fast?

What are three other perspectives on potential solutions to this problem?

**Protection**

vs.

**Opportunity**

What if this is not a risk-avoidance scenario, but an opportunity-capturing scenario?

What is the most audaciously good thing that can come out of this?

How might I be able to encourage that to happen?

# Try it ➔ Developing adaptable and resilient mindsets

**Your mindsets** *Think about your mindsets recently. Which mindsets could you adopt that could be helpful to you?*

➔ Set up a weekly calendar or phone reminder for the next month:

- This week I operated with a [INSERT] mindset (strongly agree, agree, neutral, disagree, strongly disagree). What are some examples? How did it feel?

➔ Find an accountability buddy at work. Ask them to observe the ways you demonstrate vs. not demonstrate adaptable and resilient mindsets. Offer to do the same for your buddy. Schedule a coffee chat to debrief—or ask them to send you a message when they notice something that stands out.

➔ Catch yourself in a less resilient mindset (we all have them) and then coach yourself to a more positive one.

➔ Next week, try to integrate a mindset goal into your morning routine. For example, "Today I'm going to see all challenges, no matter how small, as positive opportunities to grow and learn". Say it out loud or write it down, and see how that feels.

**Actions to explore**  
*Ideas for recognizing and shifting your mindsets*

**What will you do?** *Pick an idea from the list, or think of a different action you want to try.*

**How did it go?** *Once you've taken that action, reflect on the experience.*