

Embracing A Growth Mindset to Navigate Uncertainty, Cultivate Resilience and Grow in Turbulent Times

Presented for

The Alliance Executive Seminar

by Lonneta Albright
President & Chief Visioning Officer
Forward Movement, Inc.
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Today's Intentions

During today's session participants will:

1. Explore why as a Leader, we need the right Mindset that drives what leaders do and why.
2. Highlight four distinct sets of mindsets that have been found to affect leaders' ability to engage with others, navigate change more successfully, and perform in their leadership roles more effectively.
3. Examine Limiting Beliefs and their impact on Mindsets.
4. Understand a process for closing the Knowledge-Application Gap.



THE "SO WHAT" QUESTION

TRANSFORMATION

Begin with the end in mind.

ACT

It's all about application.



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What's the most
important lesson I
need to apply?



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What's the most important lesson I need to apply?



What's the most important thing I need to change?



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What's the most important lesson I need to apply?



What's the most important thing I need to change?



What's the most important thing I need to teach others?

What's Your Pain Point?

Most Pressing Challenges Currently Facing Your Organization

- **52% Staff Shortages**
- 15% Meeting Increased Demand for Services, Engagement & Support
- 12% Lack of Funding/Resources
- Remaining 20% - Regulatory Changes, Managed Care Readiness, Restructuring Services

Source: The Alliance 2024 CEO Member Survey

Strategies/Initiatives You Believe Would be Most Effective

- Collaboration & Partnership
- Staff Salaries
- Staff training & development (in-person)
- Advocate for increased funding
- Community and Public Awareness & Engagement
- Innovative Service Delivery

Strategies: What about you?

How can you be the answer to addressing the challenges?

- Your Feelings – Are you feeling desperate?
- Have you been through a Leadership Development Program?
- Do you have a Personal Growth Plan?
- How quickly do you respond to issues/problems/staff morale?
- Do your policies benefit and support staff OR the agency's agenda?
- Are you “Telling” or “Coaching” staff?
- Do you know really, why staff turnover is such a challenge?
- What do you believe about the environment – is it the same as it's always been?

Great Leaders are Great Coaches

- Product Development
- Telling vs. Coaching
- Getting them to Think
- Unleashing Potential



Spin

George

Aaron

Kim

Dave

Jim

Colin

Fiona

Abi



One of the most important relationships that we can have, is our relationship with reality.

“Mastering others is strength; mastering oneself is true power”

— Lao Tsu



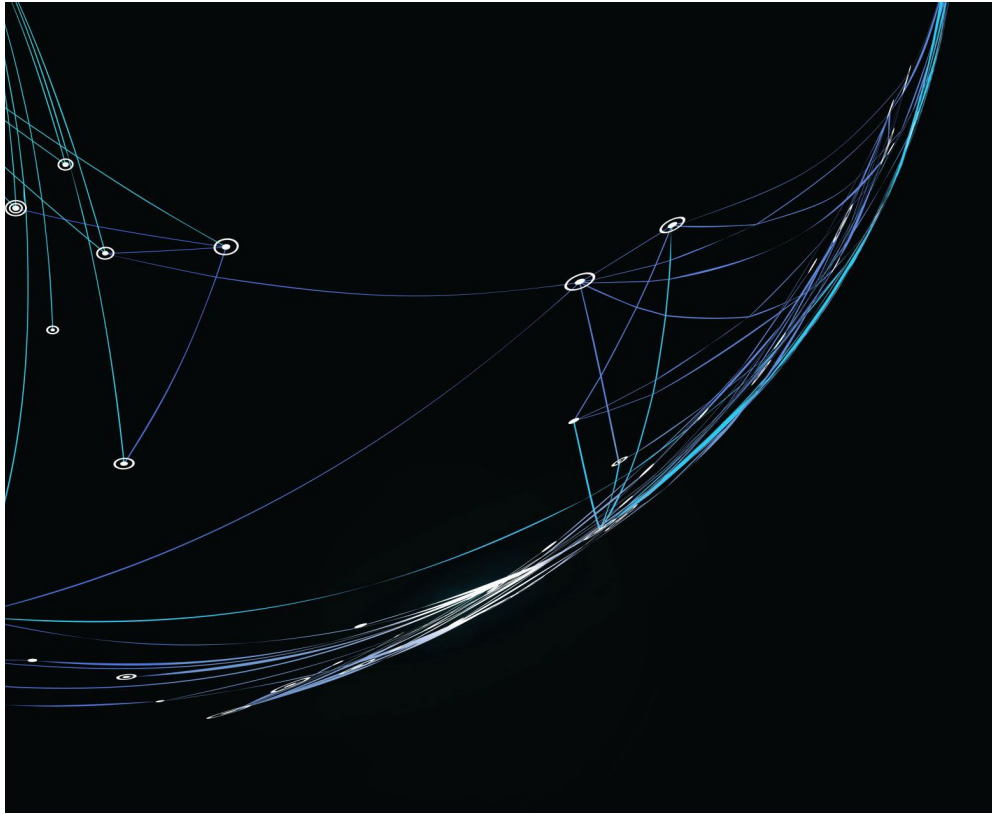
Three Questions

- Where did you grow up?
- When you were a child growing up did you believe that people can change?
- How has that influenced what you believe today about whether or not people can and do change?

THE POWER OF BELIEF

IS IT POSSIBLE FOR ME
TO BELIEVE SOMETHING
THAT IS NOT TRUE?

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AUTHOR. RADIO PERSONALITY. COACH. CONSULTANT.



Limiting Beliefs

An Activity



As you listen to the question, using the scale below, rate your answer

5 = Frequently

4 = Occasionally

3 = Rarely

2 = Never

1 = It never occurred to me

Limiting Beliefs Self-Assessment

“You can be successful if others don’t believe in you, but you cannot be successful if you don’t believe in yourself” No Limits, page 37

Purpose: The purpose of this exercise is for you to make the unconscious conscious – for you to practice observational thinking.

Goal: The goal of this exercise is for you to become fully aware of any limiting beliefs or competing commitments that might hold you back from reaching your potential.

Instructions:

This assessment tool provides an overview of effective strategies to improve your self-image. After completing the full assessment, choose one item from each area that you will actively work on to improve.

Using the scale below, rate the following areas in terms of frequency:

5 = Frequently 4 = Occasionally 3 = Rarely 2 = Never 1 = It never occurred to me

- I Don’t Have Enough Time
- I’m Too Old to Start Something New
- Past Failure Means Future Failure
- My Past Will Always Negatively Influence My Future
- My Resources Are Limited
- Lack Of Major Progress Means Failure
- I Compare Myself to Others
- I Am Not Responsible for My Current Situation
- I Don’t Deserve Success
- I Worry What Others Think About Me
- I Don’t Give Myself the Love, Compassion, and Understanding I Give to Others
- I Can Do Everything Myself
- I’m Not Smart Enough
- I’m Not Ready to Start
- TOTAL**

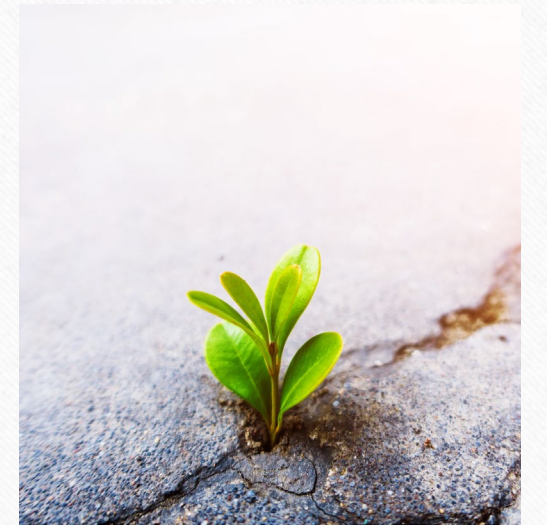
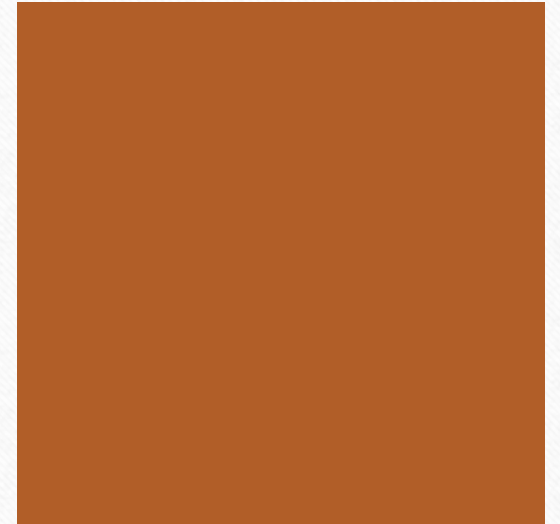
No Judgment

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Here's what your answers tell you

- **0 and 28** - Congratulations! You're not limited by your beliefs! If you want to make your life even better, examine the beliefs that you feel are holding you back from creating what you want. Eliminate them and replace them with beliefs that empower you.
- **29 and 42** - Your beliefs limit you in some parts of your life. You can learn to change your beliefs easily and remove the limitations you feel are in the way. Begin by writing down the beliefs that repeat themselves inside your mind. Then, using positive self-talk, shift them, one at a time.
- **43 and 56** - Your beliefs are significantly limiting the possibilities for your life. If you want to change yourself or your circumstances, learn how to change your beliefs, one by one. With each shift in your beliefs, you become more and more able to create the life you want. A huge brick wall can be taken down by removing one brick at a time. Eventually, the whole barrier falls.
- **57 and 70** - Your beliefs have a strong hold on you. If you really want to change your life, you can begin a deep study of your own beliefs. Learn which ones are merely assumptions, which ones were conclusions you came to at an early age, and which ones were indoctrinated into you by others. If you're willing to question your own beliefs, you can change anything in your life – and make it better. The first belief to change is, "I can't change." It's just a belief – not an absolute truth. Then, you can begin to change one belief at a time, making small, incremental changes until you're on your way to a life of happiness.



What is Mindset?

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. It means that **what you believe about yourself** impacts your **success or failure**.

Organizations worldwide spend roughly \$356 billion on leadership development efforts. Yet, the BrandonHall Group, a human capital research and analyst firm that surveyed 329 organizations in 2013, found that 75% of the organizations rated more their leadership development programs as not very effective. Why aren't companies getting more bang for their leadership development buck? **Our latest research suggests it's likely because most leadership development efforts overlook a specific attribute that is foundational to how leaders think, learn, and behave: their mindsets.**

Source: Harvard Business Review, To Be a Great Leader, You Need the Right Mindset

Four Mindsets

Affecting Leaders' Ability to engage with others, navigate change, and perform in their leadership roles more effectively

- Growth & Fixed Mindsets – provide developmental feedback
- Learning & Performance Mindsets – motivated to increase competence
- Deliberative & Implemental Mindsets – winning vs losing, impartiality
- Promotion & Prevention Mindsets – innovative behaviors vs prevention



"Everyone should own this book."
—CHIP HEATH & DAN HEATH, authors of *Made to Stick* and *Switch*

mindset

THE NEW PSYCHOLOGY OF SUCCESS

HOW WE CAN
LEARN TO FULFILL
OUR POTENTIAL

- *parenting
- *business
- *school
- *relationships

"Will prove to be
one of the most
influential books ever
about motivation."
—Po Bronson,
author of
NurtureShock

CAROL S. DWECK, Ph.D.

“One of the most basic beliefs we carry about ourselves has to do with how we view and inhabit what we consider to be our personality”
~ C. Dweck

**FIXED OR
GROWTH
MINDSET?**



2

MIND-SETS



**FIXED
mind-set:
intelligence
is static.**

This leads to a desire to look smart and therefore a tendency to...

**GROWTH
mind-set:
intelligence
can be developed.**

This leads to a desire to learn and therefore a tendency to...

CHALLENGES

...avoid challenges



OBSTACLES

...give up easily



EFFORT

...see effort as fruitless or worse



CRITICISM

...ignore useful negative feedback



SUCCESS OF OTHERS

...feel threatened by the success of others



...embrace challenges



...persist in the face of setbacks



...see effort as the path to mastery



...learn from criticism



...find lessons and inspiration in the success of others

As a result, they may plateau early and achieve less than their full potential. All this confirms a **deterministic view of the world.**

As a result, they reach ever-higher levels of achievement. All this gives them a **greater sense of free will.**

Call to Action

“Secure leaders give POWER to others.”

John C Maxwell

The P.O.W.E.R. Analysis





You are encouraged to answer each question candidly based on your perception of the current reality of your organization. Take time to reflect and plug into what powers your organization. The P.O.W.E.R. Analysis is the framework for you to examine:

- **P**eople
- **O**pportunities
- **W**ishes
- **E**nergy and
- **R**esults

You will complete a POWER Analysis in four categories:

- **For Yourself**
- For Your Team (paid)
- For Your Volunteers
- For Your Constituents



It's been my pleasure to serve you

Contact

lonnettaalbright@gmail.com

www.lonnettaalbright.com

www.johnmaxwellgroup.com/lonnettaalbright