



Do you have a strong leadership mindset?

How do you know?

What does it even mean?

It's sort of become one of those buzzwords and people talk about how important it is to have a leadership mindset, but not always how to get one.

We're going to fix that problem today and we're going to dive into how you can create a strong leadership mindset.

Remember that mindset is a combination of what you think, how you think, and what you do about it. If you don't have a strong leadership mindset, it's really not possible for you to lead effectively.

How do you think effectively?

How do you think like a leader?

It really comes down to two core areas and we'll break both of these down.

The first is to lead with your core leadership principles and the second is to train yourself to think differently. These are both under that category of balance which comes up again and again in leadership.

You want to stay true to who you are and what you believe and you also want to make sure you're being adaptable and flexible to what your team needs and how to balance those two.

Some of the core leadership principles that will set you up for success is that you always put your people first.

You focus on your vision and mission.

You say hello to our trusty friends- integrity, consistency, and authenticity.

That you check your assumptions and biases and you always lead with empathy.

If these are already part of your leadership mindset, then you are well on your way.

If you have issues with any of these, they are really going to hinder your ability to lead effectively. Make sure you take a minute to examine each of these and how they are playing a role in how you think and therefore how you lead.

One of the important exercises to do as you are cultivating your leadership mindset is to question what you think.



You may have heard that quote, "You don't always need to believe everything that you think." We spend a lot of our days with automatic thoughts and we just accept them as true. But these automatic thoughts come from a long history and a lot of unconsciousness and many times, we just accept them as true when many times they're not.

Some questions to ask when those automatic thoughts pop in- it's really hard to prevent them from coming in- but you can always check them.

When a thought comes in or you're thinking about how to proceed and what action to take ask yourself:

*Is this helping build relationships with my team and supporting them?*

*Is this getting us to our vision?*

*Is this me thinking and leading with authenticity, consistency, and integrity?*

*Is this based on an assumption or a bias or am I doing this out of truth?*

*But even then whose truth?*

*Am I acting with empathy?*

I had a situation once where my boss called very upset because a client had complained to him about one of my staff. He wanted me to reach out to my staff and reprimand them. Had I done that, it would have violated almost all five of these core principles because that would not have helped build my relationship. I would have been acting on big assumptions. I would not have given the situation any time to have empathy and understand where they were coming from which goes against my core values.

Luckily, instead of calling with that same irate feeling and being accusatory, I called my staff and set up a time to meet. We sat down and I asked what happened. I heard it from their side of the story. I felt great about what they explained and we were able to get to the bottom of everything. That wouldn't have happened if I reacted. If I didn't act with these core principles.

When it comes to working on shifting your thinking, this is the formula that you can follow:

When something happens, you think something and you feel something.

How to shift that is to decide, 'I don't want to feel this way. Instead, I want to feel this way. To do that, I need to think something different.'

You're not creating a lie. You are interpreting it differently. There are always so many



ways to interpret things and most of the time we don't have all the information anyway. We base those interpretations on assumptions. Choose one that serves you well.

Let's use this as an example- you're in a staff meeting and one of your staff disagrees strongly with you in front of the team.

Maybe your first thought is, 'they undermined my credibility and it was so disrespectful and insubordinate and that causes me to feel humiliated, upset, and foolish.'

This doesn't serve anybody.

So you shift it.

"Instead of feeling that way, I would prefer to feel strong and competent and respected. To feel that way, I need to interpret the situation differently. I need to say I'm proud that we have this environment where people can speak their mind and I look forward to learning more from my staff about what happened.'

This doesn't mean you can't ever be upset or you can't ever be angry. We're not robots after all. It means when you are making your decisions as a leader for your team that you're doing so in the best interest of everybody and to get the results that you want. You can still feel upset about something but how can you use that in a productive way?

Some common mindset blocks that people run up against are that disagreement equals disrespect.

*Why should I thank you for doing your job?*

*I'm the boss.*

*I have the final say.*

*When my staff doesn't meet expectations, that's on them.*

*I don't have any biases- I treat everyone the same.*

You may have thought these.

You may have encountered these from other people.

Before you can get to action, it's really important for you to examine your own stuff. This is hard and vulnerable. We don't like to admit when we have biases or when we have beliefs that aren't in the best interest of other people but we all have them and the key to getting better is admitting first and then doing the work.

What are some of your mindset blocks?



This is a list of some important beliefs of a strong leadership mindset.

What other ones do you espouse?

Which ones do you need to work on?

What others might you add?

At the core of this list is that your team's growth and support is your priority. That they need and deserve to know how they're contributing to the mission. That conflict is inevitable and healthy. It's a hard one for a lot of people.

That it's your job to show appreciation to your team.

That your biases are everywhere and they are affecting the way you lead whether you choose to admit it or not.

And finally, it is your job to find out where your team shines and put the spotlight on them.

It's not your job to fix every little thing you think is wrong with them. Instead, it's your job to focus on where their biggest strengths are and leveraging those to the benefit of the team.

Once you go through all those steps and all that work, then you can start doing something about it in your actions, but you can't get to the action until you first work with the mindset.

So, the most important question for you today is, what do you need to do to lead with a more effective mindset?

Where are you in those steps?

Where are you in your growth?

That's where you have to start from and then you can take all the steps to really cultivate that strong leadership mindset.

Thanks so much.

I hope you got a lot out of this video.

Please look at the resources to better support you and your leadership mindset.

Great work- see you next time!