

## 7 Growth Mindset Leadership Traits

### 1. Be open-minded and curious

- Explore all opportunities and be curious to what's beneath what your team and your clients say and do
- Keep up with the latest thinking on mindset leadership and continually integrate strategies that improve mindset results
- Be open to new ideas...including ideas from your team
- Continuously search for improvements – for you and your team

### 2. Get comfortable with being uncomfortable

- Embrace uncertainty and see through ambiguity to find previously unseen opportunities
- It's imperative that you get buy in from your team to ensure they don't fear uncertainty and ambiguity...and embrace it to create momentum and build confidence
- Identify what's within your comfort zone, what's outside it – and have a plan to go beyond your comfort zone

### 3. Show strong situational awareness

- Focus on exploring a deeper reading of any situation in order to see around, beneath and beyond what is immediately obvious
- Check yourself...Leaders often lack a growth mindset because their experience and certainty get in the way of exploring new possibilities
- Take your expanded understanding and project what is required in the future to achieve business outcomes

### 4. Take ownership – be accountable for results

- Take responsibility for your own and your team's performance. What could you do differently to increase results?
- A growth mindset demands resilience and delivers value
- Seek to eliminate complacency and mediocrity – you and your team
- Focus on your contribution to poor results and identify what you could do differently next time
- Have clarity on what is expected from you as a leader – know what results you are expected to deliver so that you can focus on actions that deliver them

## 5. Grow with your team

- The days of people perceiving that their leaders have all the answers is gone...today's leaders grow with their team
- Create environments of greater intimacy in which you and your team can grow and evolve together
- You all have strengths...and weaknesses
- Growth Mindset Leaders let go of their ego's...you are not the star of the show

## 6. Collaborate to create bigger opportunities

- Break down silos and seek alignment to connect the dots of opportunity that currently either don't exist or are weak
- Be more inclusive and connected to create an entrepreneurial attitude to business growth
- Create, build and maintain relationships across the organisation

## 7. Have a strong focus on the people in your team

- It's not about YOU...it's about your ability to inspire your team beyond where they currently are
- Build trust, confidence and the ability to navigate the needs of your team
- Coaching, giving feedback and having those difficult conversations is vital for a Growth Mindset culture
- Leaders that captivate the heart of their team are always remembered
- Leaders with a growth mindset become significant, because they create growth that takes their team and organisation to higher levels of success
- Growth requires a clear understanding of the individuals in your team

**We are transitioning from a knowledge to wisdom-based economy.**

**It's no longer about what you know...  
...it's about what you do with what you know!**