

# ReThink: Mindset Mastery -Personal

Mindset Mastery can make you from 7.3x to 8.4x MORE VALUABLE to your company/leadership/team/Self according to research by Professor Paul Stoltz and James Reed. A total of 96% of employers chose mindset over skill set.

A Winning Mindset harnesses adversity and generates ENERGY...It Includes the foundation values of a “3-G Mindset,” which are grouped into 3 main Mindset categories:

- **Global Mindset:** Being open-minded, flexible, adaptable, curious, collaborative
- **Good Mindset:** Being kind, honest, trustworthy, loyal, dependable, compassionate
- **Grit Mindset:** Being resilient, focused, tenacious, determined, growth-oriented

**Step #1.** Rate yourself (0-10) for each quality in column Personal Score. **Step #2** Rate the importance or priority of the top 10 qualities in order from 1 to 10. With 1 =Most important, 2=next most important etc.

Quality	Rankings	
	Rating of my Self in each area	Priority in my work/space
	Score 0-10. 0=lowest/worst. 10 = best /highest or somewhere in between.	Rank the Top 10 in order of importance in your present work/biz context. Prioritise 1 = most NB etc...-to 10
Honesty		
Trustworthiness		
Commitment		
Adaptability		
Accountability		
Flexibility		
Determination		
Loyalty		
Relationship building		
Contribution		
Sincerity		
Balance		
Fairness		
Morality		
Drive		
Collaborative Focus		
Energy		
Purposefulness		
Openness		
Innovativeness		

**Mindset fills the gaps:** Employers believe that people with the right mindset are far more likely to develop the right skill set than the other way around.

**Mindset endures:** Employers don’t know what sort of skills they will want in ten years, but they are very clear about what sort of mindset they will want.

**Mindset secures your job:** Employers overwhelmingly chose those people with the right mindset—the 3G Mindset—as the ones they would keep, even when they had to cut everyone else.

**Mindset sets you apart:** Employers reveal that when you master the 3G Mindset, you are worth more than seven “normal” co-workers.

**Mindset matters more:** Employers rank mindset above skillset when it comes to recruitment /promotion decisions.

**Mindset and money are married:** studies by Reed & Stoltz reveal that the 3G Mindset, correlates with how much money you might make.

## The Differences Between Mindsets

FIXED Mindset	Growth-Oriented Mindset
❖ Intelligence, talent, character, fixed traits	❖ Basic qualities are starting point for growth
❖ Don't want to look 'deficient'	❖ Can nurture basic qualities & improve them
❖ Feel insecure, high anxiety	❖ Effort, practice & strategy to grow self
❖ Effort is not necessary for natural intelligence/talent	❖ Feel confident, high self-esteem
❖ View obstacles as immovable walls	❖ Effort is essential for success
❖ Failure's a devaluation of them personally	❖ Challenge is rewarding & necessary for growth
❖ Failure to be avoided	❖ Failures are learning opportunities
❖ Overestimate their abilities/	❖ Failures reframed as learning & Feedback
❖ Denial of weaknesses or flaws	❖ More accurate view of their abilities
❖ Avoid challenges	❖ Enjoy and seek challenges
❖ Set easy-to-achieve goals or no goals	❖ Set challenging goals
❖ Disengage or give up more easily	❖ More resilient
❖ Feel the need to prove themselves	❖ Humble & Secure
❖ Blame others when they fail	❖ Seek and use feedback to improve
❖ Don't use feedback to improve	❖ Express satisfaction in learning
❖ Argue over errors	❖ Learn & Grow Daily
❖ Express insecurity / high anxiety	

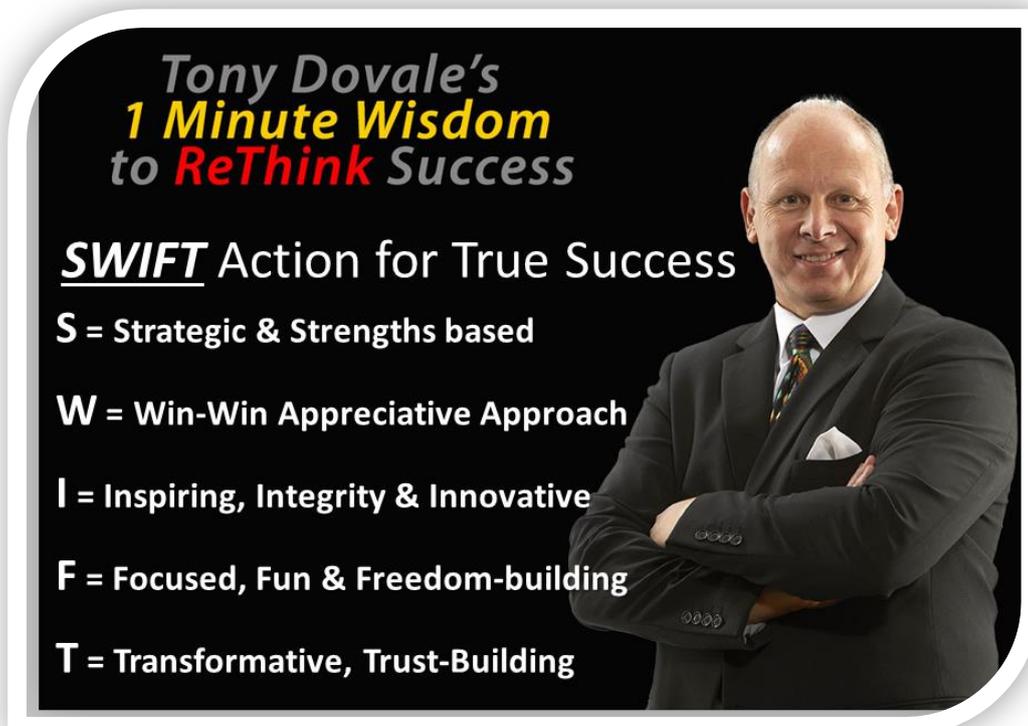
FIXED MINDSET		GROWTH MINDSET
<ul style="list-style-type: none"> <li>• SOMETHING YOU'RE BORN WITH</li> <li>• FIXED</li> </ul>	SKILLS	<ul style="list-style-type: none"> <li>• COME FROM HARD WORK.</li> <li>• CAN ALWAYS IMPROVE</li> </ul>
<ul style="list-style-type: none"> <li>• SOMETHING TO AVOID</li> <li>• COULD REVEAL LACK OF SKILL</li> <li>• TEND TO GIVE UP EASILY</li> </ul>	CHALLENGES	<ul style="list-style-type: none"> <li>• SHOULD BE EMBRACED</li> <li>• AN OPPORTUNITY TO GROW.</li> <li>• MORE PERSISTANT</li> </ul>
<ul style="list-style-type: none"> <li>• UNNECESSARY</li> <li>• SOMETHING YOU DO WHEN YOU ARE NOT GOOD ENOUGH</li> </ul>	EFFORT	<ul style="list-style-type: none"> <li>• ESSENTIAL</li> <li>• A PATH TO MASTERY</li> </ul>
<ul style="list-style-type: none"> <li>• GET DEFENSIVE</li> <li>• TAKE IT PERSONAL</li> </ul>	FEEDBACK	<ul style="list-style-type: none"> <li>• USEFUL</li> <li>• SOMETHING TO LEARN FROM</li> <li>• IDENTIFY AREAS TO IMPROVE</li> </ul>
<ul style="list-style-type: none"> <li>• BLAME OTHERS</li> <li>• GET DISCOURAGED</li> </ul>	SETBACKS	<ul style="list-style-type: none"> <li>• USE AS A WAKE-UP CALL TO WORK HARDER NEXT TIME.</li> </ul>

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## Process: The How Have I...

- How Have I ...made those I love, feel loved?
- ...improved the world?
- ...conditioned my body and mind?
- ...reviewed and focussed my goals /actions
- ...acted with integrity?
- ...avoided unkind thoughts, words and deeds?
- ...achieved something worthwhile?
- ...helped someone less fortunate?
- ...created wonderful experiences & memories?
- ...felt grateful for my incredible gifts?
- ...enhanced my wisdom?
- ...made myself proud?
- ...made my Soul sing with joy

How have I truly LIVED to my full potential...to bring more Love, Gain more Wisdom and Lived “lightly” with others?



*Tony Dovale's*  
**1 Minute Wisdom**  
to **ReThink** Success

**SWIFT Action for True Success**

**S = Strategic & Strengths based**

**W = Win-Win Appreciative Approach**

**I = Inspiring, Integrity & Innovative**

**F = Focused, Fun & Freedom-building**

**T = Transformative, Trust-Building**



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## Reasons Why a GO MINDSET is so VITAL

- Enjoy Life, Even When You're doing so Good At It
- Improve Your Self-Insight and Self-Esteem
- Improve Your Relationships
- Feel Confident When Learning
- Stop Fussing About Being Perfect
- Strengthen Your Confidence
- Lower Risk of Depression/ demotivation
- Be Better at Taking Responsibility For Your Life
- See Single Events As Just That
- Increase Your Resilience to Labels and Stereotypes
- See Setbacks As Useful
- Ditch the Stress From Constantly Trying to Prove Yourself
- Enjoy Putting In Time and Effort, Rather Than Fearing Them
- Improve Your Company's performance
- Avoid Feelings of Superiority

### Self Talk Sample Shifts

Don't Say	Rather Say
I'm so stupid.	What am I missing?
I'm awesome at this.	I seem to be on the right track.
I just can't do math.	I'm going to train my brain in math.
This is too hard.	This is going to take some time.
She's so smart, she makes me sick.	I'm going to figure out how she's doing it.
It's fine the way it is, and yours isn't any better.	That's an interesting idea for improvement.

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## Slow To Go - Free Mindset Mastery Profile

Score each question on the right between 0 and 10 or in between as it typically pertains to your mindset or attitude/beliefs. 0 = no / never – 10= totally/always or somewhere in between.

No#	Question/Statements	#	
1	I don't mind change. It's just part of growth.	"	
2	I make it a priority to set goals and stick to them.	"	
3	You have a certain amount of intelligence, and you can't really do much to change it.	*	
4	Others have commented that they wish they could "bottle my enthusiasm."	"	
5	Fear of Failure is a problem for me	*	
6	Although I may not have everything I want, I am happy, where I am, so far	"	
7	When I set goals, I find ways to monitor my progress along the way.	"	
8	I have a dream. Now I just have to take action to get there.	"	
9	I engage in physical activity or exercise three times per week or more.	"	
10	You are a certain kind of person & there's not much that can be done to change that.	*	
11	I am a self-starter.	"	
12	Adventure? That's my middle name.	"	
13	Relationships are priority.	"	
14	I always wait until the last minute to complete a project.	*	
15	Regardless of past failures, I will succeed.	"	
16	I can pretty well adapt to just about anything if necessary.	"	
17	You can do things differently, but important parts of who you are can't really be changed.	*	
18	Nothing can hold me back when I put my mind to it.	"	
19	I like me.	"	
20	Integrity is pivotal to achieving success the right way.	"	
21	Life is very unfair	*	
22	I consider myself to be very focused, not prone to distraction.	"	
23	Even when it comes to finances, I'd sacrifice short-term security for long-term gain.	"	
24	Truly smart people do not need to try hard	*	
25	Security is important, but it isn't the most important factor to happiness.	"	
26	I am often demotivated, depressed or withdrawn.	*	
27	I always want more knowledge and make it a point to learn new things.	"	
28	I have what it takes to succeed. I just need to use it more wisely.	"	
29	My friends would call me confident.	"	
30	I waste time during my workday.	*	
31	Caring showing genuine concern and compassion for others	"	
32	I cannot change my level of intelligence – I am the way I am.	*	
33	I am open receptive to a broad range of new ideas and perspectives	"	
34	I give up easily	*	
35	No matter who you are, you can significantly change your intelligence level.	"	
36	You have a certain amount of talent, and you can't really do much to change it.	*	
37	The harder you work at something, the better you will be at it.	"	
38	Trying new things is stressful for me and I avoid it	*	
39	I appreciate when people give me honest feedback about my performance.	"	
40	I feel vulnerable/self-conscious, even angry when I get negative feedback	*	

**Scoring: Total up your rating/score of all your questions with # " & all your questions with # \***

# " GO= Max = 260	My " Score	=	Subtract * from "	Higher = More
# * FX= Max = 140	My * Score	=	=	Growth oriented

The real power isn't in the scores, it in asking the questions with a pre-frame of "how would a person with a STRONG Resilience, GRIT & GROW mindset respond?" Become conscious of your self-talk.

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Fixed Mindset Approach	Growth Mindset Approach
Wants to <b>prove</b> intelligence or talent.	Wants to <b>improve</b> intelligence or talent.
Avoids challenges for fear of failure.	Engages challenges to improve.
Gives up in the face of tough obstacles.	Persists in overcoming obstacles.
Avoids hard labor.	Sees labor as the path to success.
Treats criticism as an attack.	Treats criticism as an opportunity.
Feels threatened by others' success.	Feels inspired by others' success.

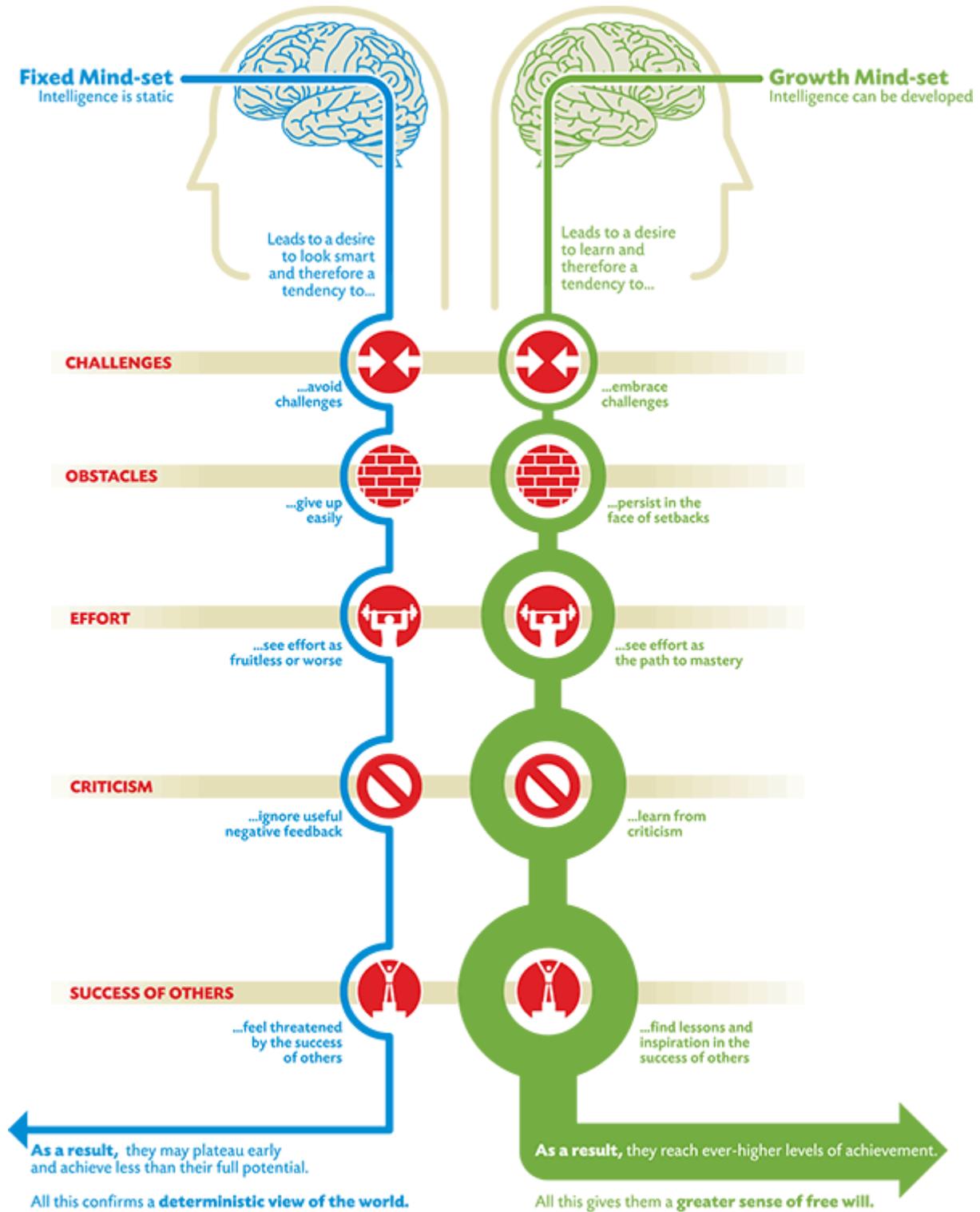
## 5 Steps to GO & Grow

- 1. Believe it.** You can't instill a growth mindset in yourself until you believe it's possible and begin the process. Start by recognizing your current mindset. It determines the way that you interpret experiences.
  - **The fixed mindset is focused on judgment/FEAR.** Positive experiences mean that you are smart or talented or both. Negative experiences mean that you are dumb or talentless or both.
  - **The growth mindset is focused on GROWTH/improvement.** Positive experiences mean that you are on the right track. Negative experiences mean you have a chance to make changes and grow. Change your SELF-TALK- These mindsets manifest most clearly in the self-talk in your head. Whenever you hear a judging bit of self-talk such as "I'm just no good at this," stop it and replace it with improvement talk: "I want to become better at this."
- 2. Teach, Talk about it, Coach it....** Now that you are shaping your own mindset toward GO & growth, you can coach your family, work colleagues, to do so too. Share that they can improve their IQs and talents—which are not fixed. Research evidence you can find in life and on google.... Embrace and share that education is not something someone else gives to them. Education is something they must grab for themselves.
- 3. Model it.** Show those around you how to recognize judging thoughts, and how to shift them consciously. And how to replace them with growth thoughts. Make the rule that judging thoughts spoken aloud in your workspace or home will be stopped, and the comments will need to rephrase the idea as a growth thought. By doing so with external dialogue, you help recognize judging thoughts in internal dialogue. You also help monitor and coach each other to shift their thoughts toward growth.
- 4. Nourish it.** Mindsets exist within a larger home or workplace culture. In your environment, shift the focus from proving to improving, from product to process. An inquiry-based approach to learning facilitates the growth mindset by embracing challenges, obstacles, and criticisms as chief drivers of learning. Failure can be a great teacher if it is approached not as judgment but as opportunity.

That mental shift frees you up as well. If you take some missteps as you are trying to shift the culture, don't be embarrassed. Be empowered to improve. Take baby-steps daily for 90 days to create a new habit.

- 5. Assess it.** A workplace or home that focuses on developmental approach fosters an environment for the growth mindset—assessment is about learning.

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GRAPHIC BY NIGEL HOLMES

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Tony Dovale's  
**1 Minute Wisdom**  
to **ReThink** Success

## Rethink Your Success Mindset

### FIERCE Focus

- FOCUS 1 Thing for 20 minute
- INCREMENTAL towards main goal
- EXCLUDE all distractions
- REAL, RELEVANT, REQUIRED
- CLARITY of Value/impact
- ENERGY – Enough & right



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