



GlobalMind
SOLUTIONS, LLC

THE POWER OF MINDSET

GlobalMind
SOLUTIONS, LLC

WELCOME



REGINA MORT



JANINE MORRIS

WHY IS MINDSET IMPORTANT?

THOUGHTS BECOME WORDS

WORDS BECOME
ACTIONS

ACTIONS BECOME
HABITS

habits become character

CHARACTER BECOMES YOUR DESTINY

MINDSET



ACTIVITY:

- Use scrap piece of paper and make 3 columns :
 - Me
 - My Leaders
 - My Line Associates or Team Members
- In each column, write a few words to describe what you think the present mindset of each of the groups is presently



WHY IS IT KEY TO FOCUS ON MINDSET?

Mindset determines **Attitude**.

Mindset is the collection of your thoughts, opinions and beliefs that further shapes up your **attitude** towards a particular thing, person or situation.

THE POWER OF MINDSET



UNDERSTANDING MINDSET

- The Organization
- The People
- Fixed vs. Growth Mindset

THE IMPACT OF MINDSET

- On the Individual
- On the Team
- On the Organization

WHAT IS OUR ROLE AS HR

- As a Individual
- As our Leaders' Strategic Partner
- As the Strategic Leader of human capital for the organization

UNDERSTANDING MINDSET



ORGANIZATIONAL MINDSET





(Turning over the card)



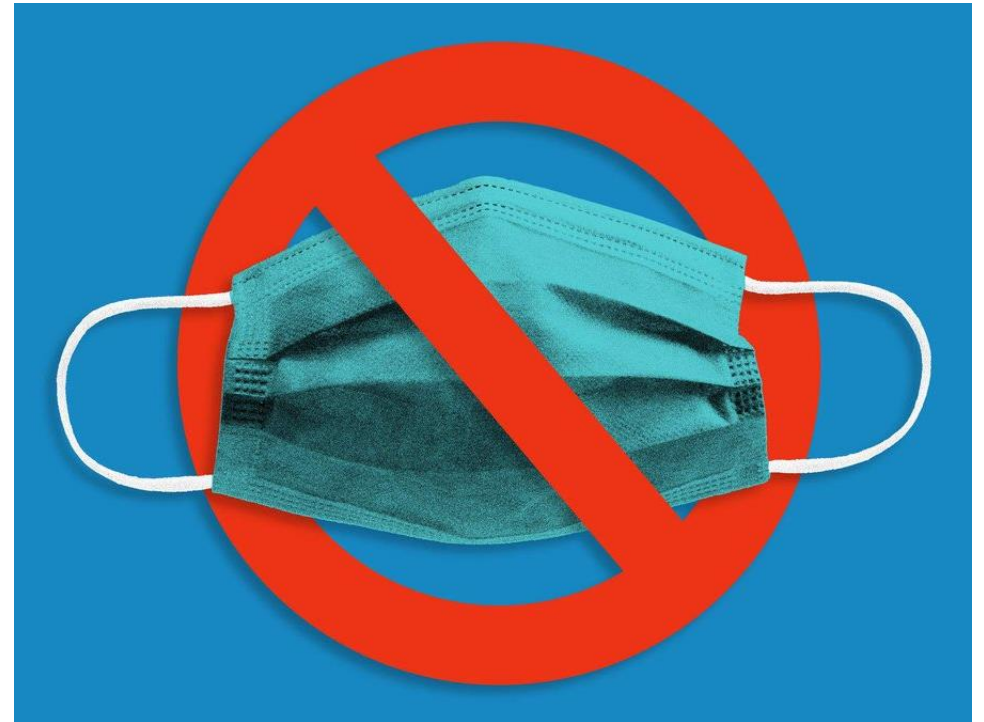
ORGANIZATIONAL MINDSET

- Can be driven by the organization's vision / mission – how we operate
- The mindset an organization fosters has significant implications for how individuals and organizations develop, innovate and navigate a fast paced, changing world
- Mindset greatly influences how challenge is approached
- Often referred to as the "culture"

THE INDIVIDUAL'S MINDSET



THE INDIVIDUAL'S MINDSET



THE INDIVIDUAL'S MINDSET





THE INDIVIDUAL'S MINDSET

- ▶ WHO I AM
 - ▶ Values
 - ▶ Strengths
 - ▶ Why? / Passion
- ▶ MY EXPERIENCES
 - ▶ Personal
 - ▶ Work
 - ▶ Interpretations

THE INDIVIDUAL'S MINDSET

- ▶ HOW I PERCEIVE THE UNKNOWN
 - ▶ Uncertainty
 - ▶ Lack of control
 - ▶ Challenge
 - ▶ Ambiguaty



Fixed Mindset vs. Growth Mindset

Based on the work of Dr. Carol Dweck

I believe that my **[Intelligence, Personality, Character]** is inherent and static. Locked-down or fixed. My potential is determined at birth. It doesn't change.

I believe that my **[Intelligence, Personality, Character]** can be continuously developed. My true potential is unknown and unknowable.

Fixed
Mindset



Avoid failure
Desire to Look smart
Avoids challenges
Stick to what they know
Feedback and criticism is personal
They don't change or improve

Growth
Mindset



Desire continuous learning
Confront uncertainties.
Embracing challenges
Not afraid to fail
Put lots of effort to learn
Feedback is about current capabilities





THE IMPACT OF MINDSET







THE INDIVIDUAL

Mindset determines
Attitude.

Mindset is the collection of your thoughts, opinions and beliefs that further shapes up your **attitude** towards a particular thing, person or situation.

Fixed Mindset vs. Growth Mindset

Based on the work of Dr. Carol Dweck

I believe that my **[Intelligence, Personality, Character]** is inherent and static. Locked-down or fixed. My potential is determined at birth. It doesn't change.

I believe that my **[Intelligence, Personality, Character]** can be continuously developed. My true potential is unknown and unknowable.

Fixed
Mindset



Avoid failure
Desire to Look smart
Avoids challenges
Stick to what they know
Feedback and criticism is personal
They don't change or improve

Growth
Mindset



Desire continuous learning
Confront uncertainties.
Embracing challenges
Not afraid to fail
Put lots of effort to learn
Feedback is about current capabilities





- ▶ If you believe you / your team can achieve greater heights, then the rest of your abilities begins to facilitate your results
- ▶ Your beliefs and mindset drives you into the future
- ▶ Having a mindset that is positive, respectful, and expectant of success is key
- ▶ Your ability to succeed will be in direct portion to your ability to maintain this mindset of getting beyond the limitations set by others with their negativity and siren songs of whoa

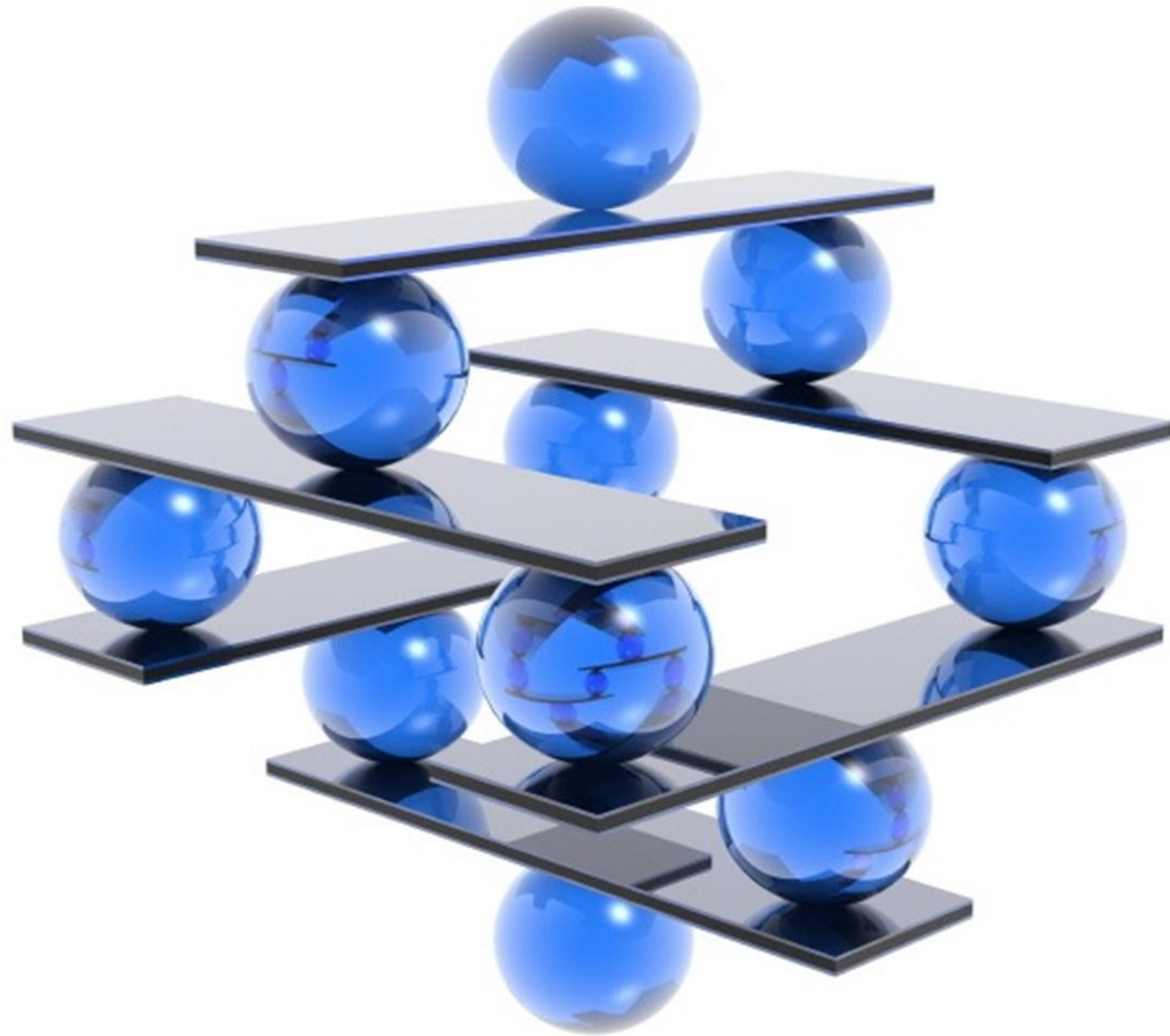
**“FAILURE IS NOT
AN OPTION”**

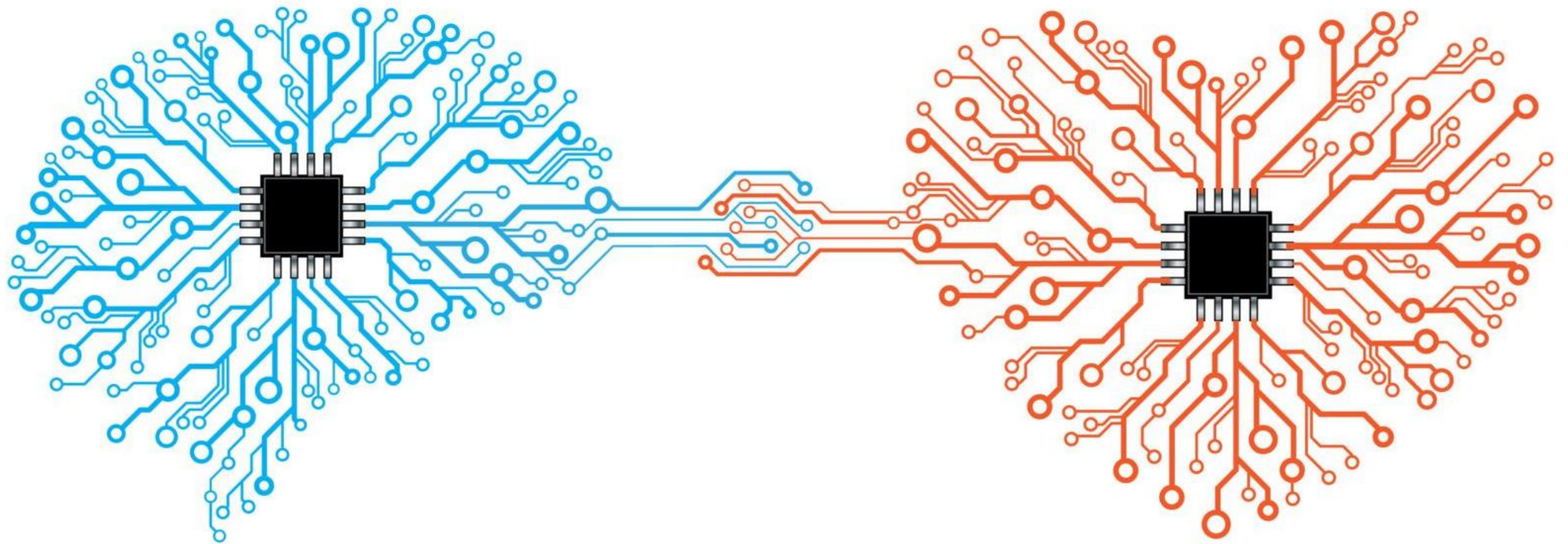
THE TEAM



Perspective...

FOUND AT VERY FUNNY PICTURES





EMPATHY IS

**Seeing with the Eyes of Another,
Listening with the Ears of Another,
and Feeling with the Heart of Another**

THE ORGANIZATION

MIND THE GAP

A photograph of a road surface with a gap in the pavement. The words "MIND THE GAP" are painted in yellow on the asphalt. A white line is above the text, and a yellow line is below it. The foreground shows a textured surface with circular patterns.

THE ROLE OF HR



IMPOSSIBLE



PUT YOUR OXYGEN MASK ON FIRST

Self-Awareness & Self Care

- Re-check your mindset:
 - *What is driving your mindset?*
 - *Am I stuck in a fixed vs. growth mindset?*
 - *Where do I need to practice empathy?*
- Build your own resilience:
 - *Small steps – daily walk / gratitude break / short meditation*
 - *Take the time to recharge*
 - *Allow yourself a “moment”*
 - *Who’s your phone-a-friend?*

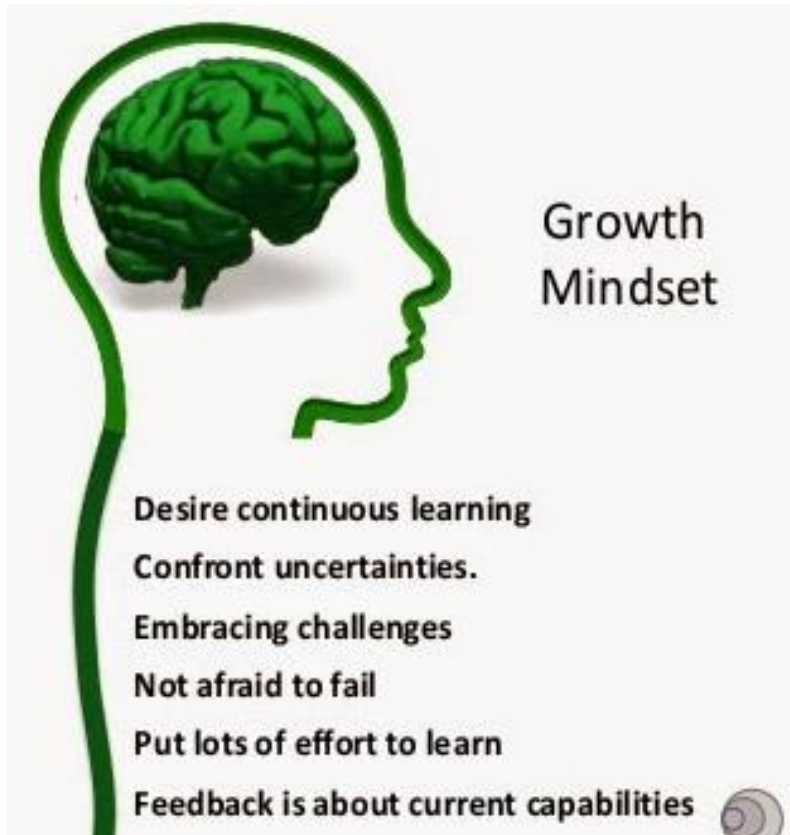
SUPPORTING OUR LEADERS

Help me help you

- Keys to Leaders Success:
 - *Growth Mindset*
 - *Empathy*
 - *Focus and Engagement*
 - *Evaluation and Adjustment*



MOVE TO GROWTH MINDSET



- Recognize where the leader is at
- Drive alignment with the organizational mindset / culture / goals
- Inspire trust / model behavior
- Educate leaders on value of growth mindset and how to mentor their team

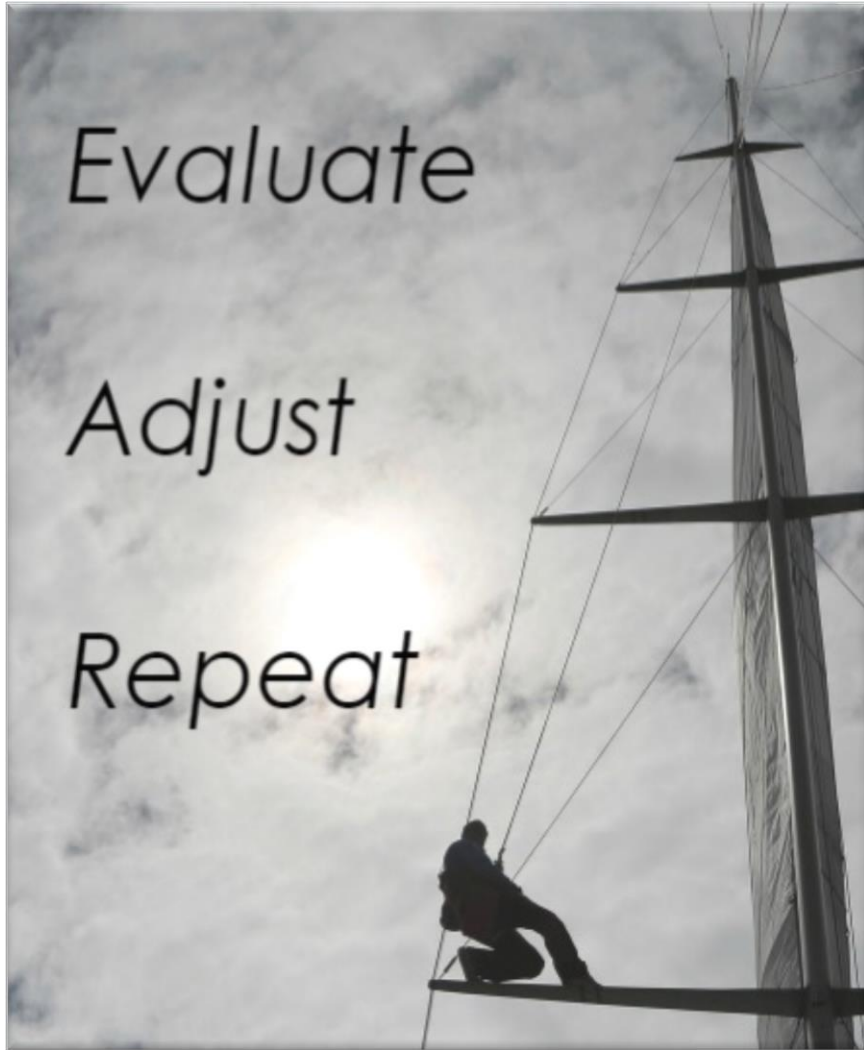
BUILD EMPATHY

RE-FRAMING COVID-19 QUESTIONS

1. What was one of the most fun / craziest things you've done during this time?
2. What new skill have you learned or rediscovered during this time?
3. Who is someone not on our team that you have missed from work and why?
4. What have you missed most from the old "normal"?
5. What has been your favorite thing you binge watched / played / listened to?
6. What would be a good motto to describe you / your family during this time?
7. What new "normal" thing are you going to ensure stays part of your life?
8. What's one thing you missed about the company / your job?
9. What has been the most challenging thing for you during this time?
10. What has been your greatest lesson / take-away from this time?

FOCUS & ENGAGE YOUR TEAM







LEADING HUMAN CAPITAL

- Lean in – use your seat at the table
- Put people first to accomplish the organization's goals
- Not all solutions fit all problems – use the opportunity to engage leaders in creative problem solving

This is your moment to help your company become what they always claimed they wanted to be.

THE POWER OF MINDSET



UNDERSTANDING MINDSET

- The Organization
- The People
- Fixed vs. Growth Mindset

THE IMPACT OF MINDSET

- On the Individual
- On the Team
- On the Organization

WHAT IS OUR ROLE AS HR

- As a Individual
- As our Leaders' Strategic Partner
- As the Strategic Leader of human capital for the organization



**RESUME
ESSENTIALS**



**NETWORKING
VIRTUAL STYLE**



**INTERVIEWING
SKILLS IN A
VIRTUAL WORLD**



DEFINING YOUR PERSONAL BRAND



**PREPARING FOR
YOUR FUTURE**

**STRATEGICALLY
WRITING YOUR
RESUME**



**MAKING AN
IMPRESSION ON
LINKEDIN**



**SEAL THE DEAL —
ANSWERS TO TOP
QUESTIONS**



**EPISODES #1–4: DEFINING YOUR PERSONAL BRAND / RESUME ESSENTIALS /
NETWORKING VIRTUAL STYLE / INTERVIEWING SKILLS IN A VIRTUAL WORLD**

**PREPARING FOR YOUR FUTURE —
DEEP DIVES**



THANK YOU

WWW.THEGLOBALMIND.COM

Program replays on our EVENTS tab

REGINA MORT
regina@theglobalmind.com
317-345-5152

JANINE MORRIS
janine@theglobalmind.com
404-934-3033



**THANK YOU
MARLOW'S
TAVERN!**