

Jo Hanlon

Mentoring, Coaching & Advisory

How to Create a Successful Mindset

Your Mindset Mosaic

Created by
Jo Hanlon for DFK Aust/NZ
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Your Mindset Mosaic



■ Know Yourself ■ Feelings ■ Holistic Self Care ■ Your Purpose ■ Your Tribe ■ Your Plans



My definition of MINDSET

your internal dialogue and thoughts about yourself, others and your situation, what you make that mean and how you end up approaching and managing everything

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"Knowing yourself is
the beginning of all
wisdom."

-Aristotle

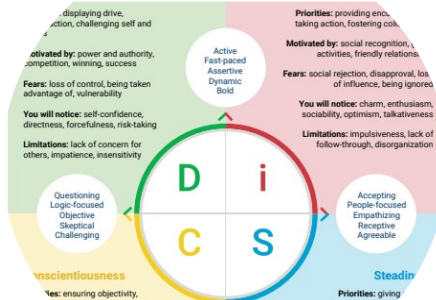
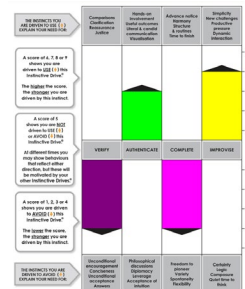
"Know yourself
and you will win
all battles."

Sun Tzu

emotional intelligence :

- *self awareness*
- *self management*
- *awareness of others*
- *conscious positive influence*

Self knowledge frameworks that I use:



Emotional Intelligence



Leads to a desire to look smart
and therefore a tendency to...

Leads to a desire to learn
and therefore a tendency to...

Avoids challenges



Embraces challenges

Ignores criticism



Learns from criticism

Less effort



More effort

Threatened by the
success of others



Inspired by the
others' success

I am a failure



Persist through
sidebacks

Who?



I want

Essential
reading for
anyone with
aspirations
MATTHEW SYED,
AUTHOR OF
BOUNCE

mindset

Changing the way you think to
fulfil your potential

YET!



I can't do this **YET**
I'm not good at this **YET**
I don't understand this ... **YET**
It doesn't work **YET**

10 Growth Mindset Statements

FIXED MINDSET



What can I say to myself?

INSTEAD OF:

TRY THINKING:

GROWTH MINDSET



I'm not good at this.

I'm awesome at this.

I give up.

This is too hard.

I can't make this any better.

I just can't do Math.

I made a mistake.

She's so smart. I will never be that smart.

1 What am I missing?

2 I'm on the right track.

3 I'll use some of the strategies we've learned.

4 This may take some time and effort.

5 I can always improve so I'll keep trying.

6 I'm going to train my brain in Math.

7 Mistakes help me to learn better.

8 I'm going to figure out how she does it.

fixed vs growth mindset

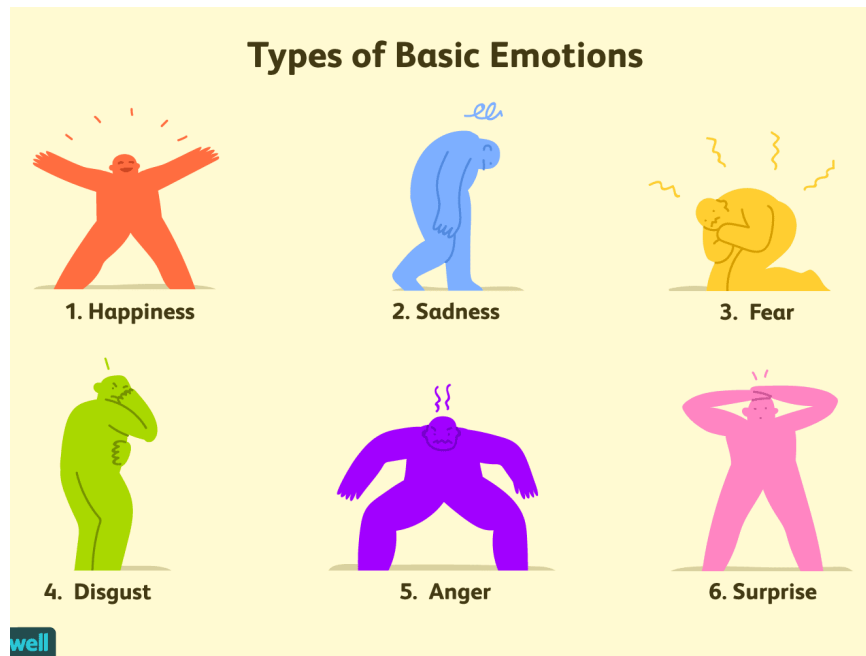


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Acknowledge what you are feeling



Paul Ekman's 6 basic emotions.



Robert Plutchik's wheel – 27 emotions

And share: Psychologically Safe Workplaces.

- Psychologically safe workplace leaders need to be vulnerable themselves to make it easier for people to share. The power of personal stories helps really break down the barriers and have people feel safe sharing.
- Psychologically safe team members “feel confident that no one on the team will embarrass or punish anyone else for admitting a mistake, asking a question, or offering a new idea.” [Source](#)

7 Strategies for a Psychologically safe workplace

it's really about truly making a team come together as one and putting forth an environment that sets up everyone for success.

1. Treat others as THEY'D like to be treated. (It's NOT about you)
2. Welcome curiosity (a culture of learning)
3. Promote healthy conflict (debate & understand don't judge)
4. Give employees a voice (collaborate and ask)
5. Earn & extend trust (TRUST underpins everything)
6. Promote effectiveness rather than efficiency (value over speed)
7. Think differently about creativity (risks and WIP are OK)



A Visionary New Understanding
of Happiness and Well-being



Flourish

MARTIN SELIGMAN

AUTHOR OF THE INTERNATIONAL BESTSELLER



Life Satisfaction Questionnaires

Satisfaction with Life Scale
Measures Life Satisfaction

Approaches to Happiness
Measures Overall Happiness

Well-Being Survey
Measures Well-Being

Stress & Empathy Questionnaire

Engagement Questionnaires

Gratitude Survey
Measures Appreciation about the Past

VIA Strength Survey for Children
Measures 24 Character Strengths for Children

Grit Survey
Measures the Character Strength of Perseverance

Emotion Questionnaires

Authentic Happiness Inventory
Measures Overall Happiness

General Happiness Scale
Assesses Enduring Happiness

PANAS Questionnaire
Measures Positive and Negative Affect

CES-D Questionnaire
Measures Depression Symptoms

Link to

<https://www.authentichappiness.sas.upenn.edu/testcenter>

Meaning In Life Questionnaire
Measures Meaningfulness

Compassionate Love Scale
Measures your tendency to support, help, and understand other people

Close Relationships Questionnaires
Measures Attachment Style

Flourishing Questionnaires

PERMA
Measures Flourishing

PERMA™ Meter
Measures Flourishing

The Workplace PERMA Profiler

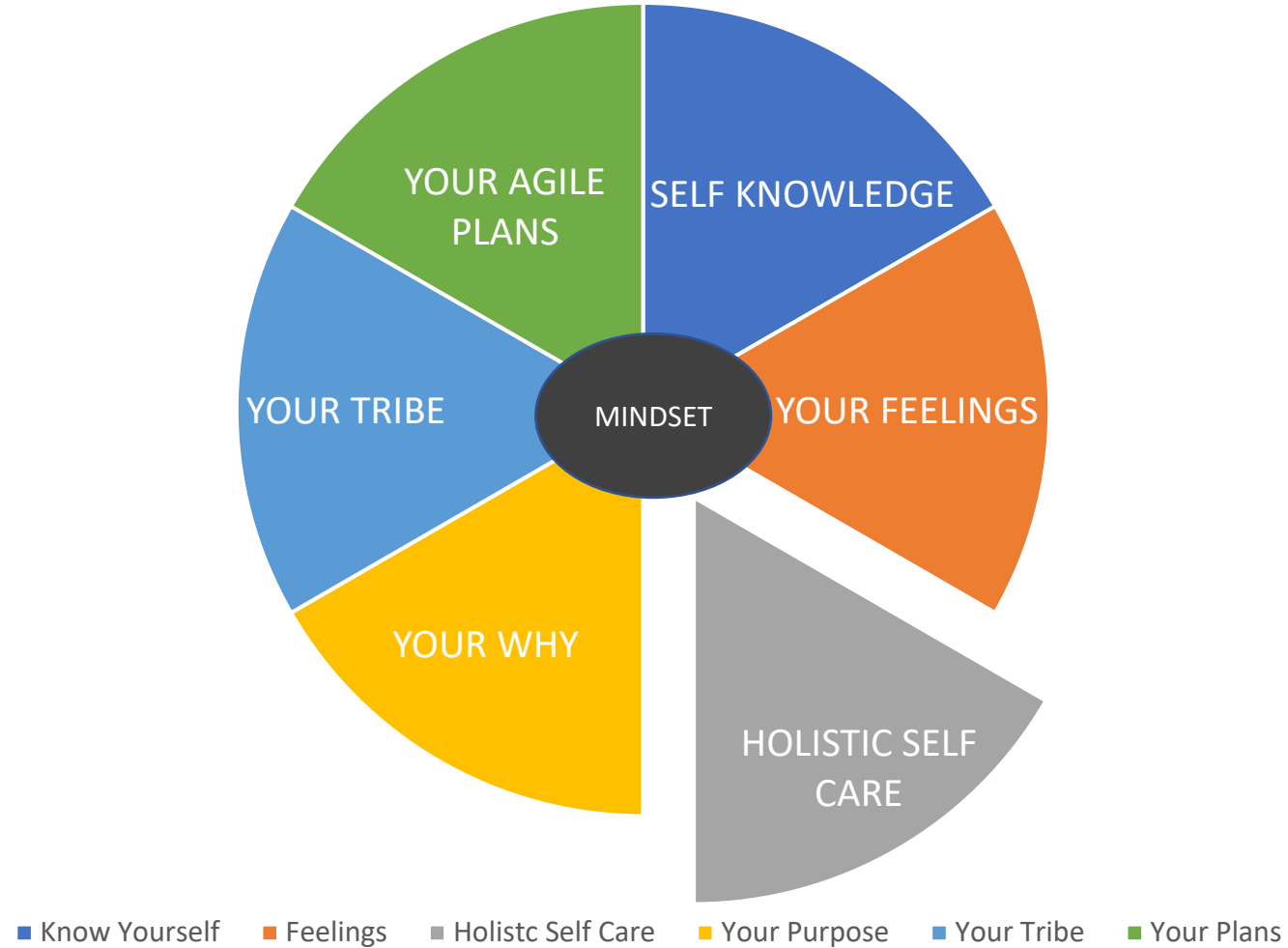
Engagement Questionnaires

Optimism Test
Measures Optimism About the Future

Transgression Motivations Questionnaire
Measures Forgiveness

VIA Survey of Character Strengths
Measures 24 Character Strengths

Your Mindset Mosaic



holistic self care

includes

your head

your heart & soul

your pocket

*But today, I'm only going to
touch on care of your body*



OUR BODY :

"the brain and peripheral nervous system, the endocrine and immune systems, and indeed, all the organs of our body and all the emotional responses we have, share a common chemical language and are constantly communicating with one another." Dr. James Gordon (founder of the Center for Mind-Body Medicine)

AUTONOMIC NERVOUS SYSTEM

- **SYMPATHETIC**

— *Fight or Flight*



- **PARASYMPATHETIC**

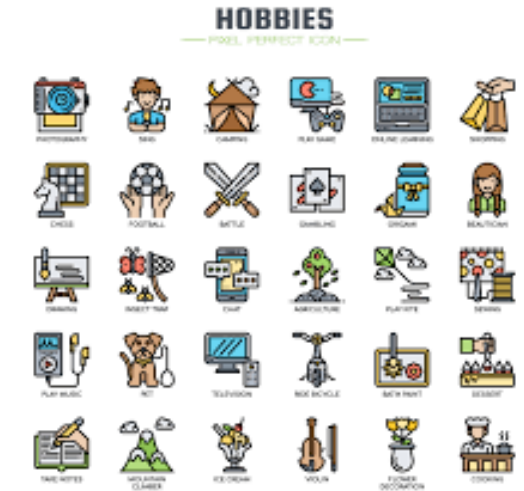
— *Rest and Digest*



The Mind / Body
Connection

Your thoughts and
feelings impact
your health

Rediscover or discover things you LOVE and make you feel good, and do them – or a modified version of at present ...!!



creating, music, painting,
board gaming, gaming,
singing, dancing, meditating
gym in the garage

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Your WHY or Purpose!!



- A Passion – elicits intense emotion
- YOUR version
- Share it - helps accountability
- Bigger than me / you

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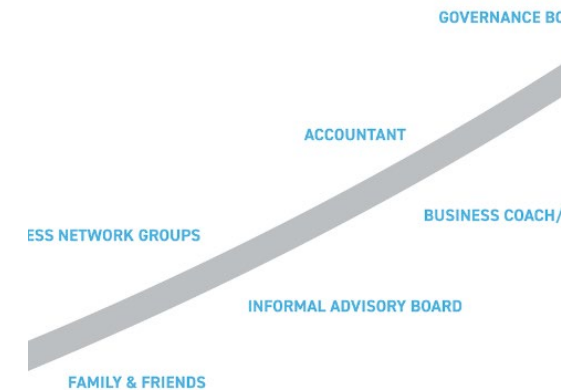
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find your tribe - one that's fit for purpose

LinkedIn Local
Central Coast



ADVISOR ENGAGEMENT MODEL



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have a clear plan, purpose or goal but - **remain agile**
HOW ?

By planning a number of options:

- helps you respond rather than react*
- gives you choices*
- helps YOU have the power*

Excerpt from the Advisory Board Centre Megatrends festival Aug 2020

A key takeaway from Craig Aldous, former CEO of Woolworths in China noted that **"organisations need agile models that allow them to act with speed and accommodate risk. They must do this with the recognition that it is almost impossible to have internal mastery across all areas of the business"**

It's a Volatile, Uncertain, Complex & Ambiguous (VUCA) world



Is your Mindset
“In your way? ”
or helping you
“On your Way?”

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- | | | |
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thanks for participating & listening

- call me for a complimentary chat if something's in your way to achieving your best mindset and you think I might be able to help ...
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