

Success and Mindset

By Lisa Harvey Roach

As a project manager, you naturally want success for yourself and your team. How do you make that happen? Certainly, by having the right processes and procedures but truth be told, it starts with the right mindset.

What is Mindset?

Mindset is described as the established set of attitudes held by a person or group. In psychology, attitude can be broken down into three components:

- 1) Cognitive Component: Your thoughts and beliefs about the subject
- 2) Affective (Emotional) Component: How the object, person, issue, or event makes you feel
- 3) Behavioral Component: How attitude influences your behavior

Do You Have a Fixed Mindset or a Growth Mindset?

When it comes to your ability to lead your team or yourself, do you have a fixed mindset or a growth mindset? According to Carol S. Dweck, Ph.D., a fixed mindset is the belief that your abilities, intelligence, and talents are fixed traits. A growth mindset is the belief that your intelligence, talents, and abilities can be developed. How do you handle challenges? Do you avoid them (fixed) or embrace them (growth)? What do you do when you encounter obstacles? Do you give up easily (fixed) or persist in the face of setbacks (growth)?

Strategies to Develop a Growth Mindset

- 1) Experiment. Try different things to grow.
- 2) View challenges as opportunities.
- 3) Value progress. Learn to appreciate the lessons learned along the way.
- 4) Follow the brain plasticity research. The brain isn't fixed; your mind shouldn't be either!

Napoleon Hill said, "Whatever the mind of man can conceive and believe, it can achieve."

Tony Robbins says, "Success is 80% Mindset and 20% Strategy."

Let me know if you agree with either or both!

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