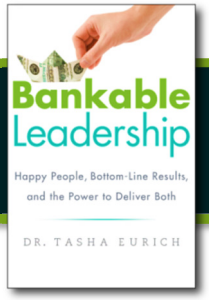
Bankable Leadership Tip Sheet #10

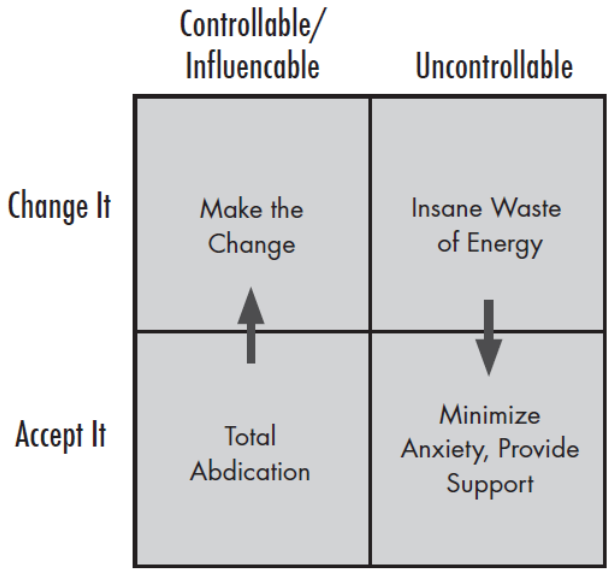


The Change Mindset

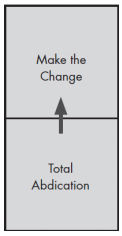
We live in a volatile, uncertain, complex and ambiguous world. You've probably heard the oft-quoted statistic that 70% of organizational change efforts fail, and it's no wonder! Humans are creatures of habit. This presents a problem for leaders, whose role is to make improvements by changing the way things are done!

When leaders don't successfully navigate change, employees become anxious, hopeless, and angry. On the results side, poorly managed change efforts can impact profit, stock price, and company reputation.

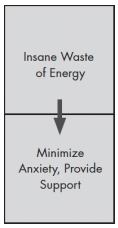
Successful change always starts with the leaders' mindset. The Change Mindset Model will help you identify what's worth spending your time trying to improve and what's likely to lead to frustration and cynicism.



Tips to Adopt the Right Change Mindset



- Take a step back to determine whether a desired change is within your control to make or influence. Oftentimes, a change is within your control (hiring or firing decisions, client work, etc.).
- If this is the case, accept responsibility and **Make the Change**. Don't accept the "fools choice" and say that it's not under your control. Doing so would be **Total Abdication**.



- There are a few reasons that a change may be out of your control: the decision may reside above your pay grade, or the changes may be out of *anyone's* control.
- If something is truly out of your control, trying to change or influence it is an **Insane Waste of Energy**. Instead, use your energy productively. Do whatever you can to **Minimize Anxiety and Provide Support**—both to your employees and for yourself.

More resources available at www.BankableLeadership.com

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