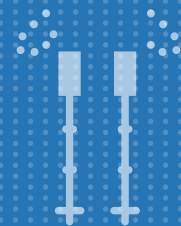
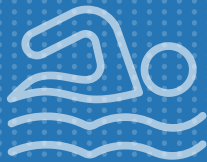


Self Development Guide Leading Self

Module 5 *Navigate Complexity*



Navigate

The environment in which you work in is often uncertain and complicated, within an ever-changing landscape. Adaptability is required to stay open to new ideas, embrace diversity and meet challenges with enthusiasm, flexibility and even humour. Your ability to challenge your own perceptions and assumptions is also often required – to see things in a new way and to change your own behaviours and mindset will allow you to stay open to change.

Complexity



Ideas and inspiration to get you thinking

Watch the CGL animation on **Growth Mindset**

→ <https://vimeo.com/228307068/0f5ac79ac2>

Watch the TedTalk by Lisa Bodell on **How Simplification is the Key to Change**

🕒 15 minutes

→ <https://www.youtube.com/watch?v=Qm172Dbasbc>



Reflection questions to help gain clarity, purpose & meaning

Reflect and complete the following questions:

A person with a fixed mindset assumes that their character, intelligence, and creative ability are 'fixed' or set for life and nothing they do will change these.

A person with a growth mindset sees that their character, intelligence and ability will develop and grow throughout their life, that they change and learn through effort and hard work. We all have fixed and growth mindsets about some things – many people for example believe they can't sing, or dance, or draw, or can't deal with conflict very well.

When you have a growth mindset you think you aren't good at these things YET, but with concentrated practice you can get better. A growth mindset is particularly helpful when we are going through change and need to learn new or different things.

What examples of a fixed mindset have you seen in your organisation?

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What examples of fixed mindset to you see in yourself, within your role?
(Examples = I'm not good at giving critical feedback, I hate networking, etc.)

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How could you change your fixed mindset to a growth mindset?

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Your life is full of changes. For example, leaving school, living with flatmates or getting married. With these changes, no matter how good they were, there is often also challenges. Reflect on changes you have had in your life and fill in the table on the next page – the first one is done for you.

Having a baby

What were the challenges about this change?

Scary, I needed to be the grown up, all my time wasn't my own, exhausting.

How did I cope, what behaviours, actions or skills did I bring to this change?

Learnt new stuff, laughed at myself – got so much wrong, learnt to take better care of myself.

01

[Empty box for title]

What were the challenges about this change?

How did I cope, what behaviours, actions or skills did I bring to this change?

02

[Empty box for title]

What was good about this event?

How did I cope, what behaviours, actions or skills did I bring to this change?

What behaviours or actions do you already have that support you through change?

[Dotted lines for writing]

03

[Empty box for title]

What was good about this event?

How did I cope, what behaviours, actions or skills did I bring to this change?

What behaviours or actions hinder you through change that you may need to develop?

[Dotted lines for writing]

