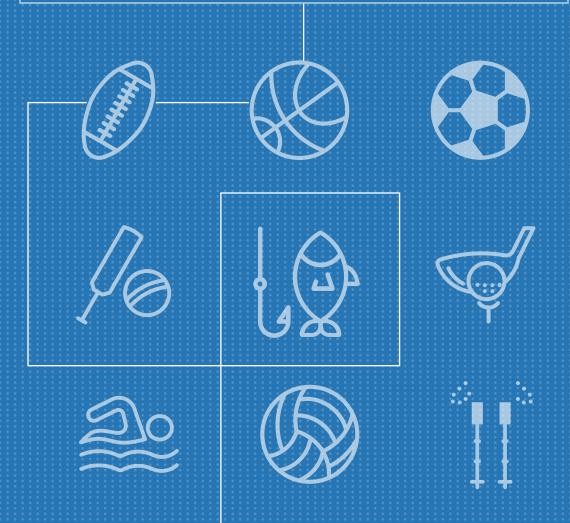


## Self Development Guide Leading Self

**Module 5**Navigate Complexity



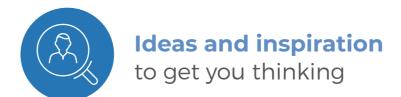




# Navigate

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



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



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

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

What were the challenges about this change?

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.

How did I cope, what behaviours, actions or skills did I bring to this change? 02

What was good about this event?

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

03

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

What do you need to stop/start/continue to support change in your own organisation?
I need to stop
I need to start

.....

.....

.....

.....

.....

I need to continue
••••••



## **Practical ideas & suggestions**

to help you take the right actions

## Challenge yourself

Begin to notice when you go into a fixed mindset. When you say "I can't, we can't, they can't, etc". Start to challenge yourself to have an open mindset.

#### Learn

Learn a new skill, even better, learn a new skill which you have a fixed mindset about. The more you push yourself to learn the more you will change your mindset. Remember to make it fun!

#### Skills

Discuss with your team the skills you have when dealing with change (this can be both personal or professional change). Share these skills with your team. As a team discuss how you can leverage off everyone's skills during times of change.

### Think and reflect

Reflect on things
you could stop doing
during your day
(emails/meetings/
busy work) and
where you could find
time doing more
thinking, reflecting and problem
solving in your role.

## Notes:

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