

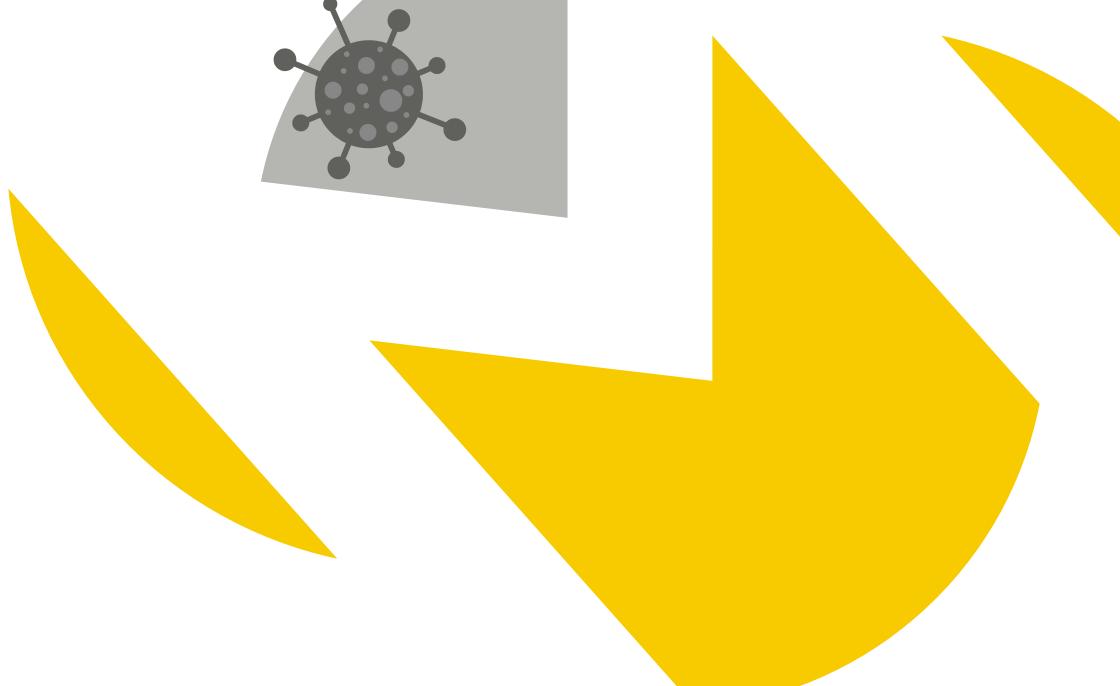
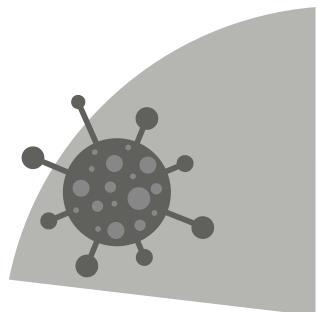


Mindset
Practice

COVID-19

Mindset to Growth[↑] Toolkit

How to lead yourself and others
through the Covid-19 crisis





Introduction

Mindset and the COVID-19 Crisis

Mindset matters – especially during the current COVID-19 crisis. How we show up with ourselves and each other over the coming days, weeks and months, will shape not only what the ‘new normal’ is, will not only shape what the ‘new normal’ will be, it will shape how the ‘new normal’ will feel.

Our world as we knew it several weeks ago has been turned upside down. We have all been thrown into unprecedented change we probably never expected and certainly didn’t choose. You and those you work and live with will all be experiencing your own personal emotional ups and downs to this crisis. Unexpected or unwanted change is rarely easy. That’s because our response to unwanted change especially, is an emotional experience.



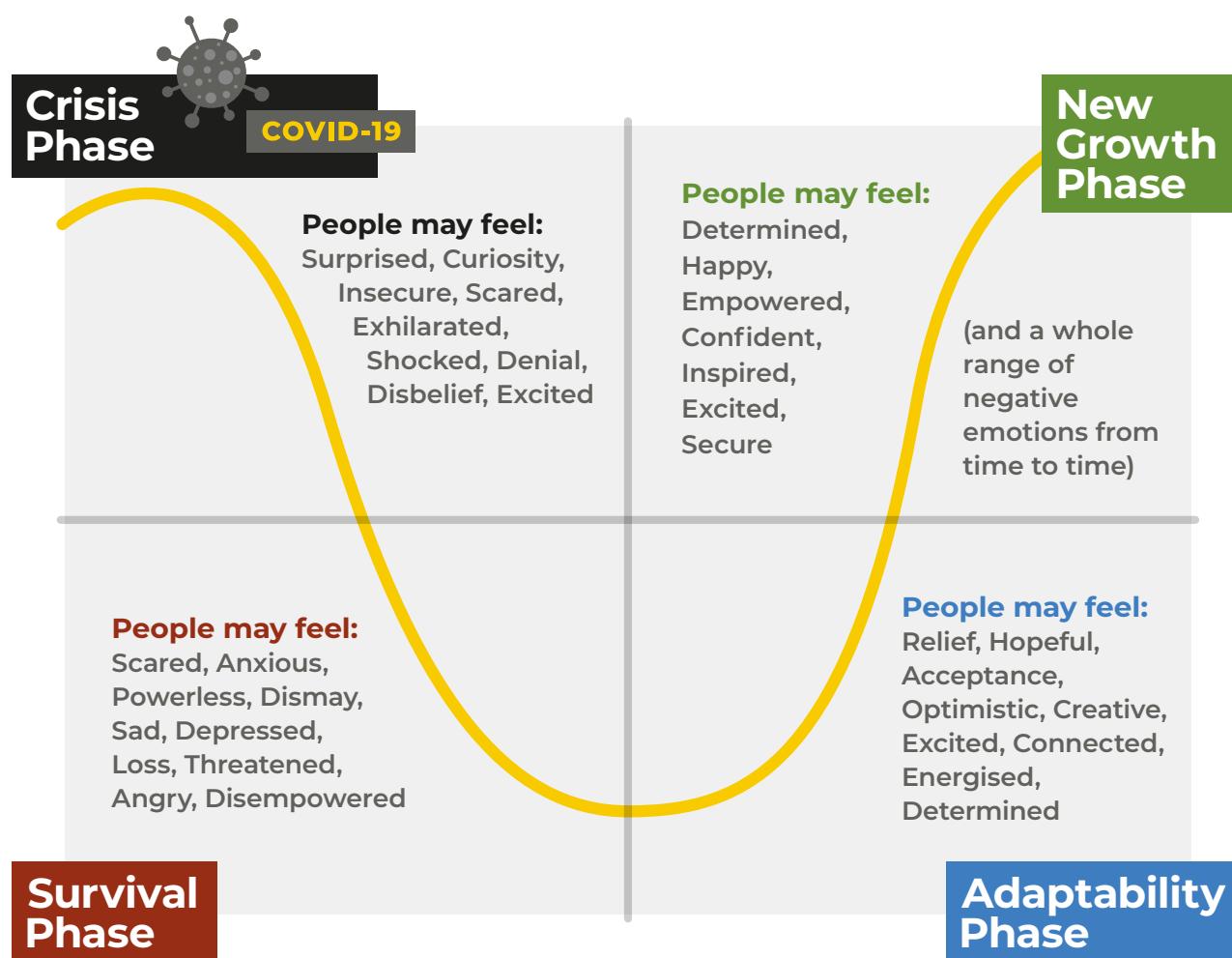


The Growth Transition Curve

Where are you and others?

Our emotional and psychological journey through change generally follows a set pattern of transition. We all go through these phases at a different pace.

Key to leading yourself and others through your response to the COVID-19 crisis rests in you knowing where you are in your journey and also where others are. Trying to move too quickly through the phases, or pushing too hard to reach **New Growth** before you or others are truly ready, can result in resistance, **Survival** reactions and regression back into the previous phases.





The Growth Transition Curve responses

Crisis Phase

Typical **Survival** responses:

Over analysing, catastrophising, constantly changing decisions without a clear plan, ignoring own or others' feelings, blaming others, protecting self at the expense of others, dwelling on negative.

Survival Phase

Typical **Survival** responses:

Overly judgemental and critical, hides and shuts own and/or others' emotions, overly task focused, believing there is **only** one way (your way), over-protective of themselves and own area, there is nothing you or I can do, withdrawal, micro-managing, plays the blame game, over-reactive to criticism, looks after others at the expense of themselves, protects self at the expense of others.

Adaptability Phase

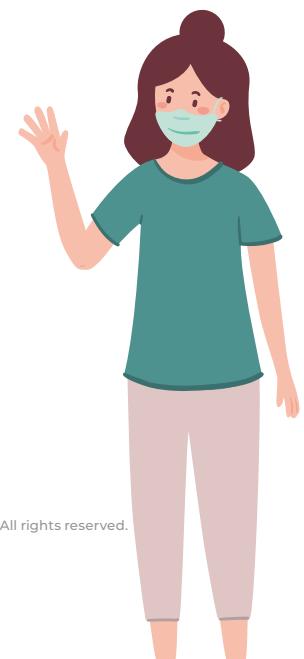
Typical **Growth** responses:

Chooses to be curious and seek solutions, allows self to feel sadness and loss – it's OK to not feel OK, shares what is true for them to help self and others move forward, experiments with new approaches, is compassionate to self and others, looks after self as well as others, communicates a clear vision of what the future looks like for own self and others.

New Growth Phase

Typical **Growth** responses:

Continues to be curious and seeks solutions, looks to repair and grow relationships that may have been damaged in the previous phases, continues to be assertive and proactive, seeks to help others through the phases – respecting, supporting and being curious about how to support, takes time to recognise and celebrate own and others' successes through transition, accepts negative emotions and uses it as a signal for change.





The Mindset Practice of Emotional Intelligence

The most persistent blocks to health, happiness and performance are underpinned and influenced by our mindset. This, in turn, is shaped and influenced by our Emotional Intelligence or how we manage our thoughts and emotions in order to be effective and happy. The habits that make up our mindset practice of Emotional Intelligence complement and colour how and when we show up.

When we drive our performance from **Survival**, it's hard to see or accept our strengths, work with our personality, look after our wellbeing and learn new skills. We get stuck in habitual patterns such as taking on too much, trying to prove ourselves or being resistance to change. Particularly at this time of change and crisis management it is even more helpful to understand our personal and collective habits when in **Growth** and **Survival**.

Everyone has the potential to operate from a mindset of Growth however at times it can feel hard to realise or be aware of that. We all have an innate ability to own our learning and develop new Growth habits to look after ourselves and manage change and embrace new challenges. However, we are also all human, and it is normal to move more towards a habit of Survival when we feel threatened; our brains are designed to protect us, to look for threat, it's just doing its job. At a psychological level, it is normal to flip between feeling okay and not okay especially in times of such unprecedented and emotional change.

Emotional Intelligence is the process we use to manage and integrate our mindset, feelings and behaviour to be our best self. Now, more than ever, the **Mindset Practice of Emotional Intelligence** provides us with a language, a framework and a practical approach to help us understand our emotional response and find a way to spend some more time in **Growth**.





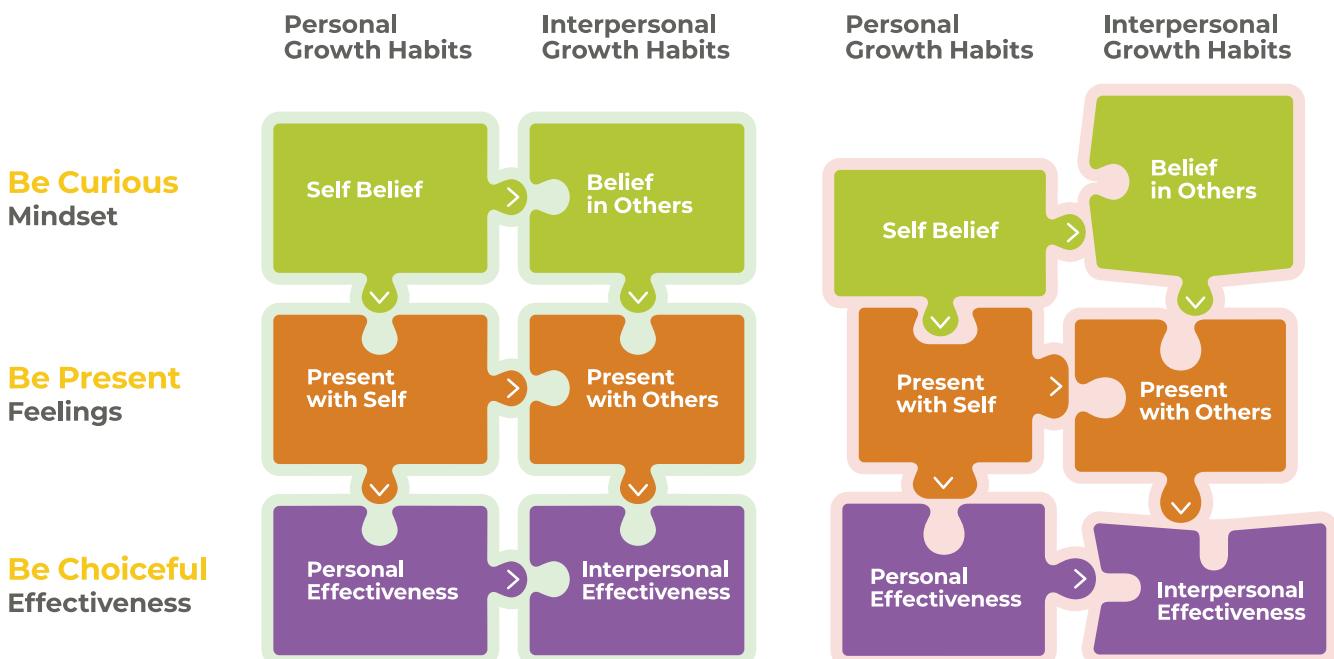
The Mindset to Growth Toolkit

Our COVID-19 Mindset to Growth Toolkit provides you with four tools you can use with yourself and with others to help you support yourself and others to be more adaptable, resilient, collaborative and supportive during this crisis. The toolkit builds on our practical approach to Emotional Intelligence.

Emotional Intelligence is the process we use to manage and integrate our mindset, feelings and behaviour to be our best self.

We do this by:

- **Being curious** about our mindset and intention, am I in **Survival** or **Growth**?
- **Being present** and aware of the feelings and emotions of ourselves and others
- **Being choiceful** and accountable about the actions we take for ourselves and with others.



Our EI practices and habits fit and flow well together when we adopt a **Growth Mindset**

Our EI practices and habits become inefficient and blocked when we adopt a **Survival Mindset**

Practices for Growth

Exploring and applying the Practices for Growth can enable us to develop more understanding and acceptance of **Survival** and **Growth** habits while still feeling okay, whilst at the same time helping us to be in Growth more often.

Being curious

about our mindset and intention,
am I in Survival or Growth?

— Survival —

- Defensive
- Judgemental and critical
- Emotionally detached
- Overwhelmed and reactive
- Harsh to self and others
- Guarded and hidden
- Blames and feels disempowered
- Avoids conflict
- Stays in own comfort zone



**“Survival
fuels
survival”**

— Growth —

- Growth focused
- Curious and adaptable
- Explores emotion
- Present and mindful
- Compassionate to self and others
- Shares what is true for them
- Offers solutions
- Assertive and proactive
- Stretches own comfort zone and acts on what is true for them



**“Growth now
will sustain
later”**

Use the lists above to help you explore your reactions to change and the COVID-19 crisis. How do you show up in **Growth** or **Survival**?

Explore examples in the last two weeks when your mindset was in **Survival**:

What indicators can you identify that signal your practice of being curious is in **Survival**?



What was the consequence of being in **Survival?**

How did you feel?

Explore examples in the last two weeks when your mindset was in Growth:

What indicators help you appreciate that you were in **Growth?**

What positive impact did you have when operating from **Growth?**

How did you feel?

What one action could you take now to enable your practice of Be Curious to be more from Growth?



Being present

and aware of the feelings and emotions of ourselves and others

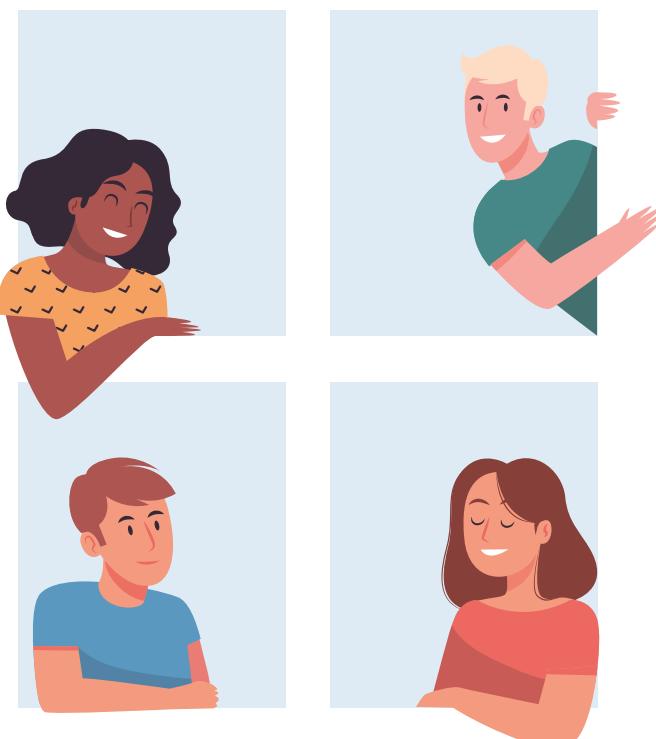
The feelings and emotions we experience in our body are sending us signals all the time about whether we are in **Survival** or **Growth**. This practice encourages us to explore how present we are with the emotional state of ourselves and others and what that information is telling us.

FAYG – Feel as you go

Feel as you go is an opportunity for you to reflect on how you are feeling.

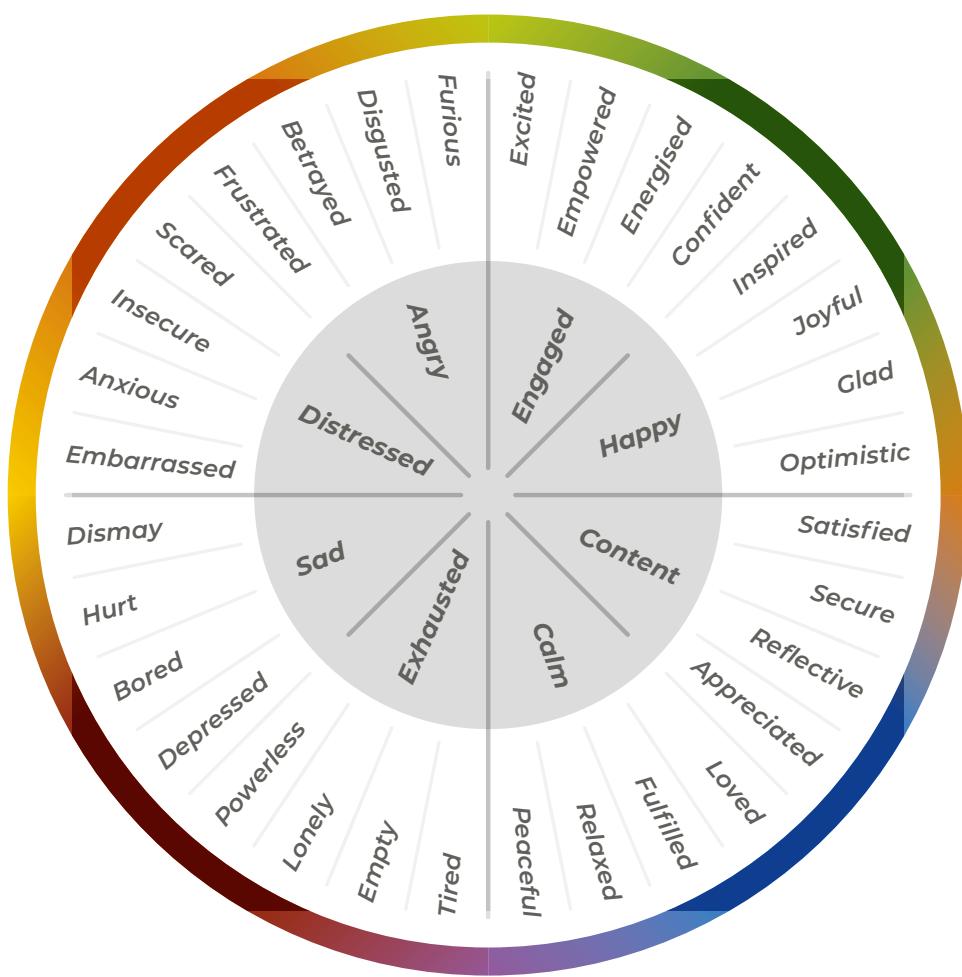
The principle of FAYG gives us a tool from the outset to promote and enable our Mindset Practice of Emotional Intelligence. It emphasises that Emotional Intelligence (EI) is a verb; it's important for us to 'feel as you go' to be able to notice how our emotions are impacting our performance, our response to change and to help others be more aware of our own emotional state.

You can use the next two activities to identify how you may be currently feeling, and also to share and explore how other people in your team, at work or at home may be feeling. Use FAYG to reach out and check in with each other in this virtual world.





The Mindset Practice Feelings Gauge



Use the Feelings Gauge to guide you:

Questions for me

- How are you feeling about the current crisis?
- How do you want to feel?
- Who could you share these feelings with right now?
- What do you need or want to do?
- How do you feel right now?

Questions for us

- How are we feeling in this team about the current crisis?
- What would happen if you shared how you felt?
- What do you notice about how others may be feeling in this team?
- How do the feelings in this team influence our relationships, performance and engagement?
- What support do we need in this team?
- How are you feeling right now?



The Mindset Practice Map of Perspectives

How are you and others feeling?

The Map of Perspectives is a tool to help you have conversations with others about how you may be feeling in response to the current situation, and to explore what you want the future to be and feel like. Use the following questions to guide you.



Questions for you

- Where do you see yourself?
- How do you feel about where you are?
- Where would you like to be?
- How would you feel if you got there?

Questions for us

- Where have we been?
- Where do we want to be?
- Where do you see members of our team?
- Where do we need to go and how can we get there?
- How are we feeling?



Being choiceful

and accountable about the actions we take for ourselves and with others

This practice encourages and challenges us to be more accountable with our behaviour and what we choose to share with ourselves and others. How much choice and responsibility do you feel you have during the COVID-19 crisis over your circumstances, responses and actions?

When we are choiceful from **Growth** we feel we have more options, we can explore and look beyond our first reactions and feelings. We pay attention to how we are feeling and are truthful to ourselves and others particularly when this feels extremely difficult. We feel empowered to try something even if it is to accept that right now nothing may change except our response or attitude to it. We feel proactive and look to change things for the better even though we may feel there are limitations. When we are in **Growth**, we feel adaptable, resourceful and resilient to change or circumstances beyond our control.

We call this developing a habit of **Self Responsibility**.

Please follow [**this link**](#) to watch our video or click the following image.





Exploring your habit of Self Responsibility: are you in Survival or Growth?

Survival	Growth
I blame events or circumstances for what is happening	I take responsibility and provide solutions
I believe I have no choice	I accept accountability for what I do and how I feel
I convince myself it's easier to do nothing	I stretch my comfort zone and act on what is true for me
I feel disempowered	I identify what I can control and act on that
I habitually miss opportunities to change the situations I find myself in	I am proactive and look to change things for the better if I don't feel OK

Explore examples in the last two weeks when your habit of Self Responsibility was in **Survival**:

What flags signal that your habit of Self Responsibility is in **Survival**?
e.g. avoiding options or change, blaming or being critical, judging others, etc.

What impact did your **Survival** behaviour have on the situation?

How did you feel?



Explore examples in the last two weeks when your habit of Self Responsibility was in **Growth**:

What are your Self Responsibility **Growth** flags?
e.g. seeing options for change, taking accountability

What impact did your **Growth** behaviour have on the situation?

How can my **Growth** flags help me be more choiceful and avoid withholding what's true for me?

How did you feel?

What one action could you take to enable your practice of Be Choiceful to be more from **Growth?**



How to support and build your habit of Self Responsibility

1

Notice the influence and choices you have

In seeking to become more responsible the questions we ask ourselves shift from “Who did this to me?” or “Who is to blame?” to “What is my part in this situation?”.

Making a conscious choice to notice the influence you have can help you feel more empowered. Feeling a sense of influence over our lives makes it feel less threatening.

Spend ten minutes a day writing down the influence you have had that day:

- Be curious about your influence, whether positive or negative
- What choices did I make that helped or created this situation?
- Are you achieving the outcomes and influence you desire and if not, what might be stopping you?
- How would it feel if you were a tiny bit more influential in any given situation?

2

Explore your options with others and be accountable

Choosing to use others as a sounding board to check our doubts or thinking can enable us to move from **Survival** to a mindset of **Growth** by giving us a different perspective.

Share with someone you trust your goals, plans or intentions for a situation:

- Work with them to identify options you may not have considered
- Make a commitment with them to keep them posted about progress
- Write your commitments down and sign them
- Agree to meet or speak and support each other
- Review your progress against an agreed time frame





Mindset Practice

For more information or support
please visit our website or email
support@mindsetpractice.com

mindsetpractice.com

