



Mindset is not just for athletes, academics and cave dwelling mystics

By: Hugh Blane
Claris Consulting
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Having a positive mindset allows you to be significantly more successful in virtually any endeavor you choose to participate in. If you bring a positive mindset to your leadership, you will infuse stronger beliefs about what is possible, instill hope that the work you and others undertake will be beneficial and create optimism about the level of success that's possible.

This is not blind naiveté or looking through rose-colored glasses. In my coaching and consulting work I've found that eighty percent of a leader's success in creating greater business outcomes is mental. For example, there are leaders who believe that work is a long, slow slog through enemy territory on their belly with bullets flying over their heads. This mindset will produce lower performance one-hundred percent of the time. There are other leaders that don't have the best talent, but who knock the socks off their goals because of their positive beliefs and expectations.

I say this because there's something I know about you and your team that you may or may not know. I know you and your team have within you more untapped potential, more misdirected energy, more talent that has never been exploited and more capacity for growth than you recognize.

Let that sink in for a minute.

You have more potential; potential for greatness, than you recognize. That's similar to having a Ferrari parked in your driveway but never driving it. That's a waste of a finely tuned piece of automotive art.

In order to perform at the greatest level possible your mindset must be at the greatest level possible. How can you cultivate the greatest possible mindset? Here are my three strategies:



1. **Stop settling.** Far too often we settle for what we think is probable as opposed to chasing what's possible. We're playing not to lose as opposed to playing to truly win. I've done that and it's a terrible way to live.

2. **Get help.** When someone has achieved what we want to achieve we would benefit from being coached or mentored by them. It's time consuming and ineffective to spend time trying to learn the lessons they've learned through our own trial and error. We want to learn faster and more effectively from someone who we know can help us.

3. **Be uncomfortable** We humans are creatures of habit that try and avoid pain and discomfort whenever possible. We know that pain and discomfort are necessary to grow and flourish, but we avoid them. The vast majority of the people in health clubs are on automatic pilot when they enter the gym. They are not there to be uncomfortable. I know this too because without my trainer I would never work as hard as he pushes me. Why? Because it's uncomfortable.

Which of the three strategies would you benefit most from implementing in 2016?

Hugh Blane is President of Claris Consulting. He is a nationally recognized business strategist hired to help organizations solve challenging business issues, strengthen personal and professional relationships, and execute on strategic initiatives with greater effectiveness. A subject-matter expert in leadership, team performance, and influence, Hugh Blane is a senior-level consultant who has worked with thousands of people in a wide variety of organizations including Pepperdine and Stanford University, the University of Washington, Microsoft, Starbucks, Spacelabs Medical, KPMG and Costco.