



MINDSET WORK

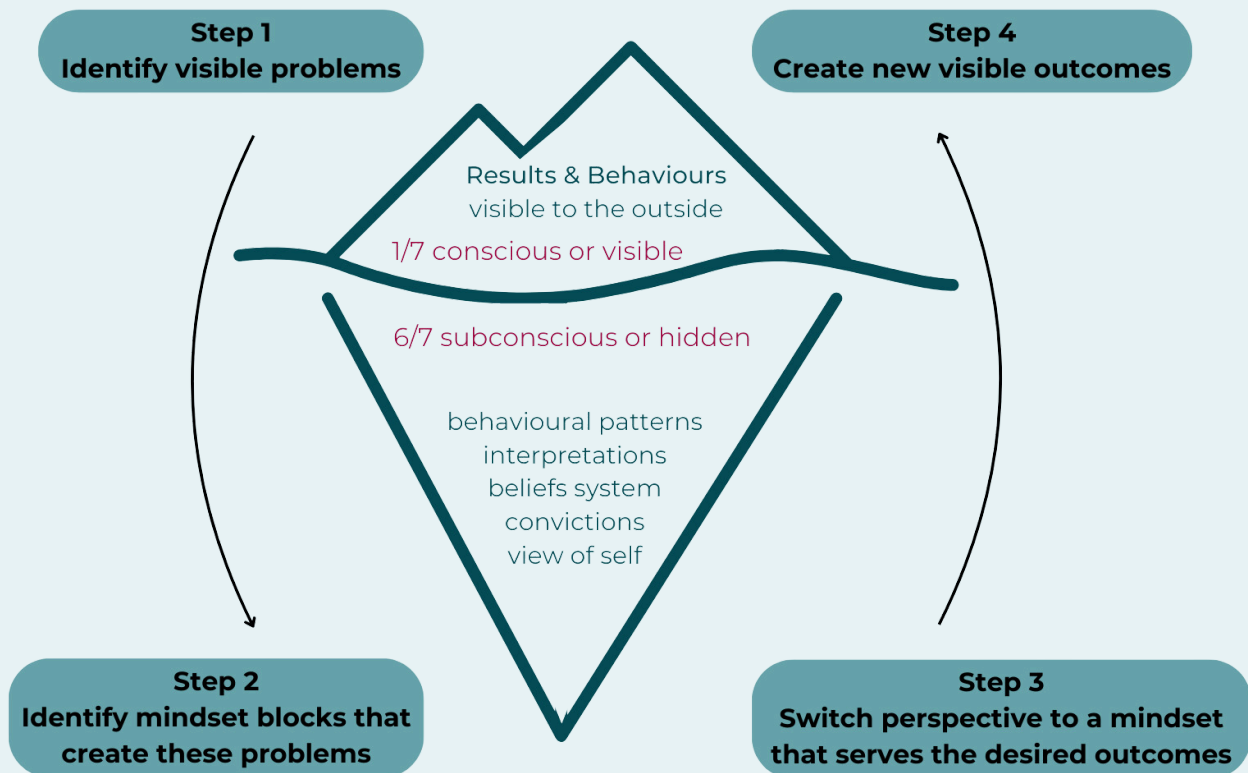
4 STEP PROCESS TO TRANSFORM
MINDSET BLOCKS TO DRIVE
ORGANISATIONAL TRANSFORMATION.

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Here comes your summary of the four step process to transform Mindset Blocks.

The questions are specifically tailored to organisational transformation questions.

If you are looking for personal transformation questions, then do get in touch and I'm happy to share more (contact details on the last page)



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Step 1: Write down which problem you want to work on

Guiding Questions:

- What status quo are you not happy with?
- Which outcomes, situations, facts would you like to be different?

A large, empty rectangular box with a thin black border, intended for the user to write down their response to the guiding questions.

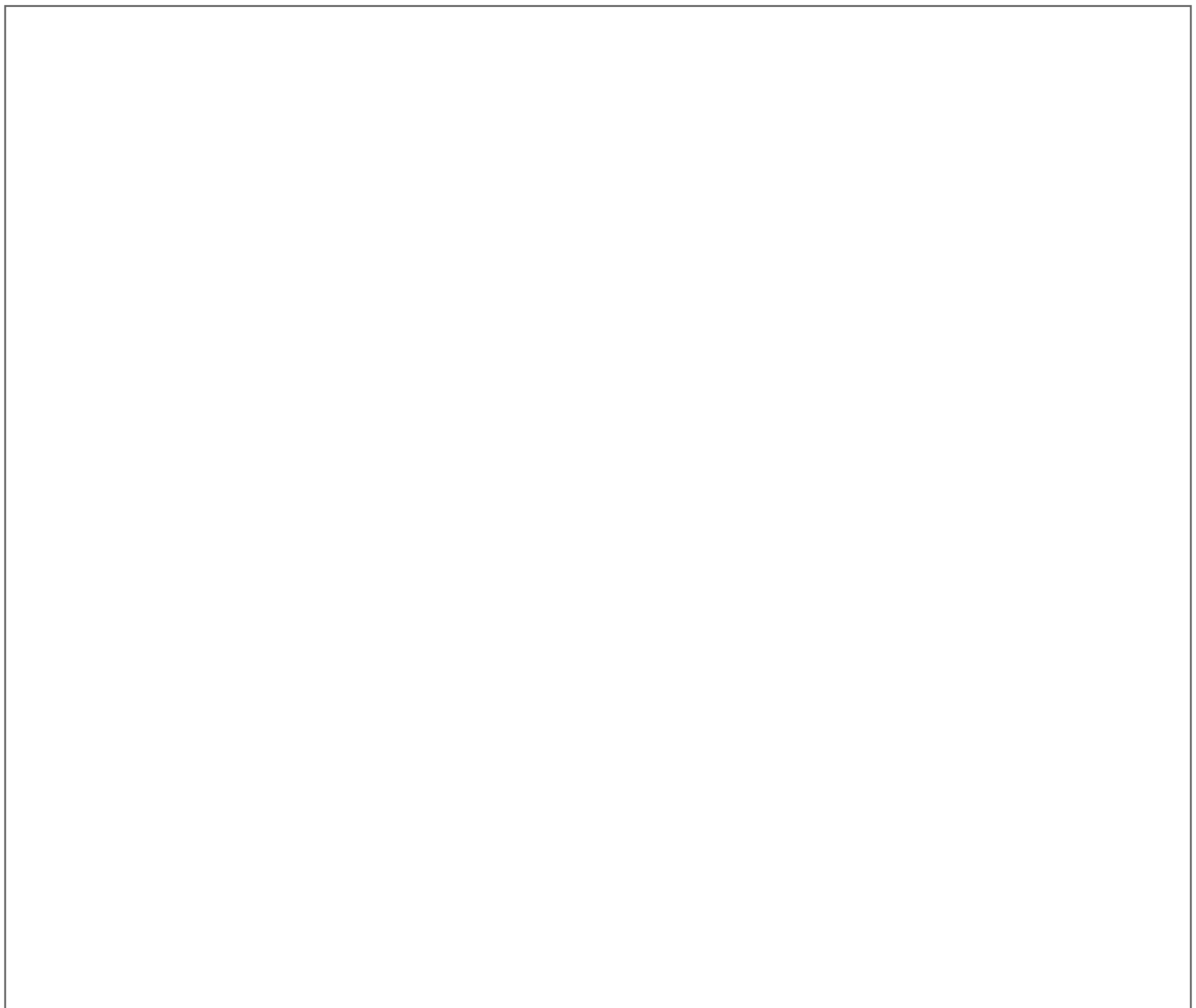
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Step 2: Identify your mindset blocks around your topic/problem

Guiding Questions:

- What do you think about the people involved?
- What's right and wrong in your mind?
- Why are the outcomes the way they are? Whose 'fault' is this?

(Remember to not take the 'official press statement' answers but the frustrated furious version you would tell your spouse when you get home from work in the evening 😏)



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Step 3: Switch your Mindset

Step 3A: What proof have you gathered for your mindset perspective being “the truth”?

Guiding Questions:

- Where do these beliefs come from?
- What have you learned in your career or life that taught you this?
- What professional experiences in your past confirm this?
- Remember the emotion! Usually, these are situations that lead to stress or frustration.

(Please fully explore this step to get everything on the table. This is important to not face any internal resistance during the mindset transformation later.)

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Step 3B: How does this inform your behaviour?

Guiding Questions:

- How do you act as a result of these beliefs?
- What are your typical reactions in situations because you hold these beliefs?
- What situations constantly arise in your day-to-day professional life that confirm these beliefs?
- What kind of emotions do they lead to? (frustration, shame, anger, stress, etc.)



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Step 3C: Response-ABILITY: What is the benefit of having these beliefs?

Guiding Questions:

- What do you NOT need to do as long as you hold on to these beliefs?
- Who can you blame for things not working out?
- Which of your own doubts, shortcomings, etc. can you avoid facing?
- Why did you choose to work in this environment/organisation?

(This step takes a certain amount of vulnerability. Be honest to yourself. It can be uncomfortable but also breaks you free of trying to hide certain things from yourself or push them down.)

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Step 3D: Are these beliefs 100% true?

Guiding Questions:

- Are these beliefs 100% true?
- What proof can you find in your professional experience that these might not be true?
- What perspectives and aspects have you avoided seeing that add new facts to this situation?

(Our beliefs filter our awareness. In order to shift beliefs, you need to expand your awareness and allow yourself to see angles you ignored before. This step is also the one that creates empathy with an 'opposing view or party' as it lets you see the other side of things without having to 'defend' your own point of view.)



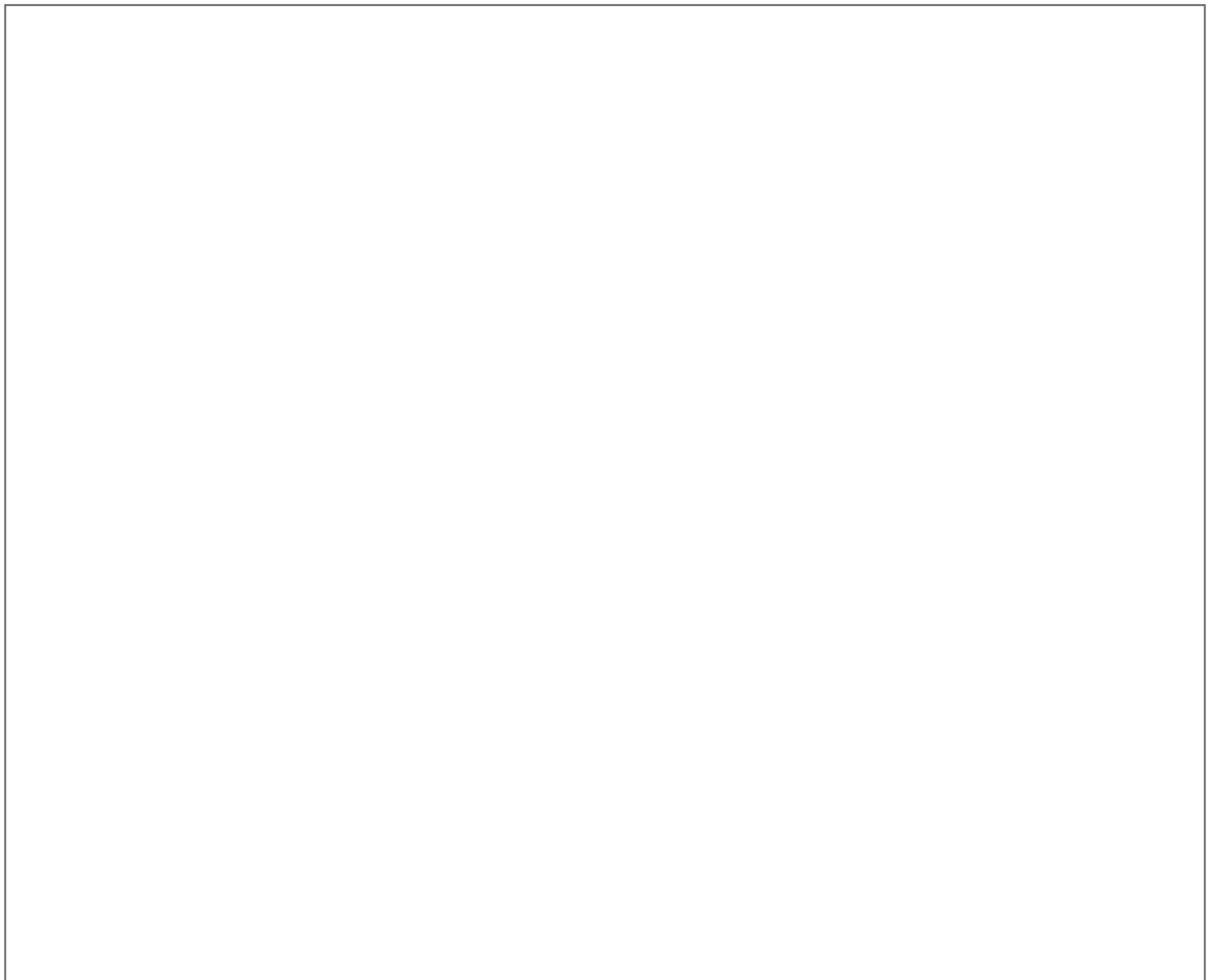
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Step 3E: What is the opposite of these beliefs?

Guiding Questions:

- What would be the opposite of each of these beliefs?
- Write it down.

(If the opposite is too extreme for you and creates more of a resistance, then use one that feels like a relief to you. What (different/opposite) belief immediately gives you new ideas on what course of action you could take now? What new belief gets you out of your defensive and moving towards change and cooperation? Take that belief!)



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Step 4: How would you act differently to create new outcomes?

Guiding Questions:

- How would you act differently in your professional life if these new beliefs were true?
- What new ideas on solving your problem come to mind?
- What are two new actions you'll commit to in the next two weeks?

(Be very specific on your actions in the next two weeks. Choose something small and achievable. This is the way to create momentum for change. If you overwhelm yourself, you won't even get started and then create more proof that change is not possible. And we really don't want that after all the work we just did 😊.)



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Well done for going through the process. You can apply this process to any change you want to drive and feel a little bit stuck with. Over time, it will become easier and easier to spot your own mindset blocks and transform them.

By executing on new actions, you make these new beliefs a lived experience. And we all know, that this is the only way change really becomes sustainable and not just an idea in our minds.

If you are looking to run a session or workshop for your team or company on how to apply Mindset Work to your specific challenges, then do get in touch.

[SEND ME AN EMAIL HERE](#)

We can get on a call and discuss more in detail what you are looking for and if and how I can support you.



WELL DONE!

Thank you for exploring this approach to drive organisational transformation! I hope it will serve you in executing on the changes you want to implement.



Thank you



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