
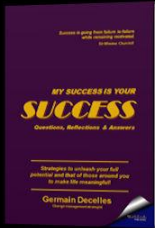




Article published on LinkedIn.com: Sept 20, 2023
23_ChangeMindset_En.pdf

(Getting older)
is experience
but it's also changing
your mindset.



Boy George.
(George Alan O'Dowd)
English singer, songwriter, DJ, fashion designer,
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record producer.

WebTechPublishing.com

THE CHANGE OF MINDSET

Our state of mind plays an important role when it comes to becoming better in all areas.

Whenever we undergo training or embrace a new change, we need to have a positive mindset to achieve our goals.

Our mindset dictates most of our actions before our plans come to fruition.

When we think about success, it should start with some sort of mindset that you will achieve the things you dream of. However, certain factors can prevent this mindset from making you, successful.

These can include the type of workplace you are in, negative people around you, and personal struggles that can lower your confidence.

Achieving success is not an easy task, it requires hard work, perseverance and, of course, the right mindset.

Use the tips mentioned below, in order to determine a better course to become the person you always dream of.

1. *Start with generational differences:* understanding someone's generation can provide insight into how she or he thinks. It is a lens through which people view life.



The generational differences are fascinating.

Millennials (Y) often hide behind computers and voice their opinions on Twitter and blogs. They don't value face-to-face communication. Baby boomers (1945-1964), on the other hand, like to talk to someone in person.

Understanding a person's generation will help, you know, the best way to approach them to develop a relationship.

For example, if we make a deal with a generation (Y), we know there is no need to get on a plane and schedule a roundtable. They prefer a presentation via the Internet. For baby boomers, travel is necessary as well as the time to get to know each other.

Different generations value different things.

Millennials, for example, are looking for quick results. When we talk to them, we talk about fast, proven processes. Baby boomers are more conservative. When we talk to them, we go slower and talk about things like safety and risk.

The undeniable advantage for millennials (Y) lies in their ability to be open-minded to interact with baby boomers to recover their knowledge and life experiences, in order to benefit from them by reducing the periods of learnings.

However, do not limit yourself to the definition and the specified period.

For example, in certain social settings, such as at work where you are not used to meeting people, it is suggested to check for overlaps, because depending on the setting, you will meet generations (Y), more conservative who think and act like baby boomers. And, in other circles, baby boomers who have embraced a certain open-mindedness favorable to generation (X) and even (Y).

Generation (X) describes the generation of people born between 1965 and 1980, although some sources have used slightly different ranges. It has sometimes been called the « middle child » generation, as it follows the well-known baby boomer generation and precedes the millennial generation.

Members of Generation (X) generally described as being resourceful, independent, and eager to maintain a balance of work and personal life. They tend to be more liberal on social issues and more ethnically diverse than Baby Boomers.

Generation (X) people were sometimes described as slackers or whiners, particularly in the 1990s, although these descriptions have been disputed.

Note here that an important part of your successes during your life will come through intergenerational understanding. Remember the following question, it will allow you to refocus when you feel that a generational conflict is on the horizon.

Why are astronauts mostly in their fifties?



Simple, they have accumulated different techniques and experiences throughout their careers that allow them to quickly resolve a series of situations to ensure that their astronaut training is personalized and thus when making critical decisions, they can avoid irrational fear of the unknown.

Understand that astronauts during their training will not be able to simulate all situations.

However, the techniques learned throughout their respective careers mixed with the field experiences of the whole group will place them in a most advantageous position in the face of the challenges of the cosmos.

It is suggested that you put your pride and prejudices aside and take the time to listen to other generations, in order to be able to grasp their values in order to put all the chances on your side to promote your success and that of your entourage.

2. *Recognize the triggers:* another way to find out what someone is thinking is to research their pain points, which involves asking the right questions.

To do this, it is important to establish a personal connection to find out what they consider important.

What triggers in them an emotion?
Where are their comfort zones located?

Don't forget that you have to have big ears and a small mouth.

It is suggested to skip the predefined conversations and enter the relationship as a discussion. Ask open-ended questions that allow the person to share their strengths and challenges.

For your part, share what you have done and offer while contextualizing your communication strategy in relation to the needs of your interlocutor without exaggerating.

Remember that the initial goal is to get to know each other. Nine out of 10 times people will agree that they've identified a problem, which will help you, better understand what they need.

3. *Consider the personalities:* noticing and observing individual qualities can be helpful in determining who they are as people and what is important to them. Look for clues to someone's personality by paying attention, to characteristics and verbiage.

Someone who prefers to be dominant, for example, may have too firm a handshake. People who appreciate humor often insert sarcasm into a conversation. Use these clues to determine their values and approach.

4. *Examine non-verbal communication:* non-verbal behavior is also important, and it is suggested to watch for body language cues.

If someone leans forward, they are showing some commitment. If he backs away, looks down, or turns away, he's not sensitive to what you're saying.



Also, it is important to develop a good ear that can listen to subtle sounds. The tone of voice can also provide clues.

For example, if someone responds to you in a monotonous voice, chances are they aren't attached to your concept and aren't interested. However, if he looks at you while you're talking and gets closer, he values what you're saying.

5. *Be the person who listens:* listen to what someone says as well as what they don't say. Although it is more difficult when the conversation is over the phone. A committed or passionate voice is required. This is also seen when someone is frustrated. Their tone changes or you will hear a sigh. It is important to develop a good ear capable of listening to subtle sounds.

Remember that anything critical or involving emotion should never be communicated via email or text. It's best to pick up the phone because emails are terrible at conveying the meaning behind the words. They can be a real hindrance to discernment.

6. *Change the way you see things:* your state of mind is the expression of a conviction that you embrace. It's the way you see things. If you realize that your mindset is truly an expression of a belief, then you are open to adopting that new belief.

To change your mindset, it is important to discern the types of mindsets, so that you can navigate them.

Here are some examples :

- a. *The victim mentality:* the world is against me; it always only happens to me and not to others.
- b. *The hero's state of mind:* you can overcome your challenges.
- c. *The scarcity mentality:* you constantly think that there is not enough for everyone.
- d. *The Abundance Mindset:* There is something for everyone and if there is more, we will do it again without evaluating logically.
- e. *The fixed mindset:* you were born that way and there is nothing you can do about it.
- f. *The growth mindset:* you can learn to become better at something if you try.
- g. *The Agile Mindset:* you embrace change.

Changing the mindset is about checking whether each of your mindsets is truly rooted in a belief that shapes, how you see the world, how you present yourself to the world, and how you respond and react with the world.

7. *The right state of mind:* the right mindset changes everything, because it changes the way you see things. When you change the way you see things, it changes how you feel.



When you change the way you feel, you change the way you think. And vice versa, when you change how you feel and how you think, you change what you do.

When you change what you do, you change your results. Changing your mindset changes your results.

8. *Change your mindset:* many people wish to change their mentality, but they don't know how. Once they realize that their mindset is limiting them, they want to change their mindset, but they don't know how.

You change your mindset by changing your belief. This is the challenge.

We are talking about beliefs. You get what you expected. Whether you believe you can change the way you see things or think you can't, you're right.

However, a funny thing happens when you consider the possibility of adopting a new belief. Your brain can rationalize everything.

When you adopt a new belief, your mind begins to find evidence to support you. You will suddenly see a New World all around you.

We delete and filter things all day, every day. This is how our perception works. Our mindset is one of the most ubiquitous lenses in all of our perception. So, by playing with new beliefs, you're playing with your ability to see the world in a whole new way.

One of the biggest challenges of changing beliefs is when negative beliefs get in the way. You probably fought back at your parents or teachers or argued with your friends. Well, do the same, by reasoning with your thoughts.

The more you challenge your limiting beliefs, the more they will fade. You will gradually awaken your consciousness to a new level of understanding where you will find yourself taking giant leaps in your own understanding.

And that's exactly how you'll shape your new character as you battle your way through.

A great way to adopt a mindset is to simply treat it as an experience. For example, take one of your mindsets and see how it changes the way you see the world.

9. *Cultivate an abundance mentality:* If you want to cultivate an abundance mindset, there are several things you can practice that will help you.

Here are some ways to cultivate an abundance mindset.

- a. *Be proactive:* the first habit of highly effective people is to be proactive. By being proactive, you anticipate and prepare for the challenges that will come your way.

Reactive people wait for problems to arise and then try to react. They are mostly surprised. By the time they react, they are now in stress mode and operating out of fear.

When you are proactive, you choose your response. You can't control everything that happens to you, but you choose how to react.



The more you think about your goals and deal with the challenges you will face, the more skillfully you will learn to respond.

- b. *Start with the end, in mind:* another habit of highly effective people is to work backwards from the ideal outcome. This is a great opportunity to examine and play with multiple possibilities.

It is an opportunity to promote social inclusion, integration and to imagine a future where everyone is a winner. If you find that your goal in mind is creating a lot of losers, then you might want to rethink your possibilities.

- c. *Think win-win:* another habit of highly effective people is to deliberately focus on creating a win-win solution. To think win-win is the belief that everyone can win. It's not me or you, it's the two of us.

It is a belief that there are enough good things for everyone; it is an abundant way of thinking. Thinking that win-win is being happy for others when good things happen to them.

- d. *Practice assertiveness:* don't let a lack of appreciation lead you to negative behaviors, rather support yourself positively, because when you celebrate your personal victories, you are filling the need.

Remember that when you do well, often difficult work, you will cultivate assertiveness. Create more moments you'll be proud of. And think about those victories. They will be your juice and joy throughout your day.

- e. *Adopt an attitude of gratitude:* that's really where you let the sun in. If you notice a trend among the most successful people on the planet, it's that they radiate a deep attitude of gratitude. They celebrate all that they are grateful for. They are just thankful. They appreciate everything they own.

Too often people don't know what they have until it's gone. By nurturing yourself with an attitude of gratitude, you will cultivate a powerful mindset of abundance.

- 10. *Cultivate a growth mindset:* you can competently cultivate a growth mindset. In fact, mindsets are an important part of your personality, but you can change them.

Here are some pragmatic ways to cultivate a growth mindset.

- a. *Choose a growth mindset:* Once you have decided to choose a growth mindset over a fixed mindset, you will begin to pay attention to your behaviors and thoughts.

You'll start to wonder if the words coming out of your mouth reflect someone learning new things or getting stuck in the past.

You will begin to question everything you think and everything you do. This includes your learnings and improvements in the things you are focusing on.

- b. *Focus on apprenticeship rather than success:* If you're worried about your performance, you'll be resistant to stepping out of your comfort zone or trying new things.



If you embrace the idea of learning and trying new things, then it's okay to look silly, dumb or whatever. Don't judge yourself too much and embrace the apprenticeship aspect.

You can tell yourself, I know I suck when I start, so I don't focus on that negative thinking; rather, I focus on what I need to learn.

I get negative feedback, I turn to people who can give me specifics on how to change my behavior, change my results.

I am looking for people who can give suggestions and ideas in a relevant and tangible way.

- c. *Appreciate the process*: when you try to figure something out, how do you feel?

Your answer will probably be that you feel uncomfortable. If so, this is what the growth looks like. Learning involves appreciating the feeling of discomfort.

It may sound counterintuitive, but it's similar to physical exercise. To advance in your physical conditioning, you appreciate the pain of a training session, because you understand that this pain is necessary to achieve the desired goal.

Think of, the saying of the US Navy Seals « Pain is a weakness that leaves the body. » Understanding the learning process will put you in perspective and thus stimulate your actions, because you will appreciate the process which will support your quest for success.

- d. *Explore and develop what you are capable of*: harnessing your means is a powerful way to live and, lead with a growth mindset.

From tapping into your physical and creative abilities, you'll be surprised how much faster you can improve when you really focus on apprenticeship rather than performance.

Revisit old skills while adding new ones and you'll be surprised how changing your mindset will alter your ability to learn in a much deeper and much more effective way.

- e. *The reward is your growth*: it's easy to get carried away with the rewards. It's easy to fall into the carrot-and-stick trap. Rise above it and instead focus on continuing to grow.

When you think you have achieved a mindset of abundance, remember Socrates's point of view. Any knowledge or information he possessed was likely to be insignificant, if not completely false, compared to all that was yet to be discovered.

11. *Adopt an agile mindset*: to easily identify the agile mindset, it is necessary to refer to the quotation of the Charles Darwin, English naturalist. « It is not the most intellectual or the strongest species that survives, but the species that survives is the one that is able to adapt or adjust best to the changing environment in which it finds itself. »



Simple, agility trumps being smarter or stronger or nature favors flexibility.

- a. *The core belief of an agile mindset:* simple, it's about embracing change in your life. Imagine that instead of being disturbed or overwhelmed by the change, you embrace it and see it as a chance to discover something new or a new way of doing something.

You can transform your disruptive change into constructive change and create more opportunities for your growth and success.

Instead of feeling threatened by change and instead of feeling anxious, you feel excited about how you will reframe the challenge as a chance to find a better way.

With an agile mindset, you become flexible in your approach and adapt to whatever comes your way.

And the more you adapt, the better you get, like building muscle. It's a muscle you can use to go from surviving to thriving at work and in life.

Your belief that an agile mindset by its nature will become an essential means to achieving success.

- b. *Cultivate an agile mentality:* flexibility will come with practice. One of your biggest challenges will be your self-image. You might say to yourself, « I'm not an artist, » or « I'm not a musician, » or « I can't do this, » etc.

You cultivate an agile mentality by reassessing your thoughts to confront them with challenges, in order to prove, if necessary, their opposite point by point. To cultivate an agile mindset is to learn to move forward.

Once mastered, you will realize that the key to all of these possibilities is your ability to adapt to change through your agile mindset.

With that in mind, here are some pragmatic ways to cultivate an agile mindset:

1. *Choose to be more flexible in your approach:* we unconsciously hold onto ways of doing or ways of thinking or ways of being, because it is unconscious, and it is a habit.

By becoming more aware, you give yourself the opportunity to choose to be more flexible and you will even find yourself resisting change.

Challenge yourself and ask yourself, « If I were someone who embraced change, how would I handle it differently? » Then act accordingly!

2. *Create more possibilities:* a great way to do this is to use the phrase « Imagine if... » and then fill in the blank. It's a simple way to explore and expand possibilities throughout the day.

It's a powerful way to practice creative thinking during your daily routines.



Don't get stuck in what is or the way things are, that's the current state. Instead, focus on the future. Imagine how things might be, play with the possibilities and gradually learn how to reshape the future.

Some people just predict the future. An agile mindset will create and shape that future.

3. *Practice scenario planning*: expect the unexpected. Futurists know how to plan for the future, because they don't bet on just one possibility. They take multiple paths because they learn to look for how trends intersect with everyday life. Additionally, they balance market and user demands to determine the most likely scenarios.

However, the real power is that the more scenarios you explore, the readier you are for whatever happens.

Even if you didn't predict exactly what the scenario would be, you have several ideas of how things might unfold.

Instead of reacting in the moment, take the time to put your ideas into perspective and then respond. You will feel more in control because you will be better prepared.

4. *Reframe your problems*: it is a very simple, yet subtle practice. We all have problems that we face on a daily basis.

The first thing to do is to reframe even the idea that there are problems. Reframe your problems as « challenges » because that will make them fun. And then turn your « challenges » into « changes. »

These are opportunities for you to learn something new, improve your skills, meet new people, etc.

Expand the challenge in ways that are beyond you. This is how you explore and develop what you are capable of accomplishing.

This way of proceeding becomes a source of inspiration every day, in order to encourage you to practice your agile mentality.

5. *Do the opposite*: it's a technique that really helps if you get really stuck. Whatever you normally do, try doing the reverse. If you plan too much, try to do more. If you're jumping into things too quickly, try stepping back and coming up with a mini-plan. If you tend to say, no to new things, try saying yes.

There are many variations on this, but this is the basic approach. Just try the opposite of your normal answers. This will help you practice learning to adapt.

As you go along, you might ask people you trust, what you would do if you were me, in this particular situation.

Gradually, this way of proceeding will help you to penetrate the most difficult or complex problems.



12. *Change someone's opinion:* life is full of conflict. Have you ever had an argument with someone where they refuse to change their mind?

No matter how much evidence you give them, it's never enough. By nature, we hold tight to our beliefs and are stubborn to change our minds.

But how do you convince someone that they are wrong?

Below you will find ways to change someone's mind.

- a. *Keep calm:* when trying to get someone to reconsider, it's important to avoid being aggressive. Aggression instantly distracts the other person from your points and puts them in a defensive state of mind, they just want to defend themselves.

Instead, try to raise your points civilly in a meaningful conversation, not an argument. Listen to their arguments and try to understand where they are coming from before making a statement. Not only will this make you more persuasive, but it will also be a lot less stressful for both parties.

- b. *Have them come to conclusions:* have you ever tried to convey an idea to someone, without success?

You keep citing facts and providing evidence, but they still don't believe you. Maybe try to get them to come to the same conclusions. People are more likely to change their minds when they are able to apply an idea to themselves and make their own decision.

Instead of inundating them with information, ask them questions so they can analyze their knowledge on the subject. Ask them about the circumstances and the pros and cons of each decision. Once they are able to break down your argument and apply it themselves, the more likely they will be convinced.

- c. *Ask them to explain their point of view:* as individuals we like to think we know it all, when in reality there is a lot, we don't know.

Often, however, we don't realize how little we know about something until we are asked to explain it.

The next time you get into a debate with someone, try asking them to fully explain their point of view and see what happens.

Chances are they will reach a point where they cannot continue. On the other hand, make sure that you are ready, on your side.

- d. *Ask yourself a few questions:* when trying to persuade someone to change their mind, you need to ask yourself some perspective questions.

What are your motives?

What do you want them to believe?

What do you hope will happen?



These questions are great ways to start. On the other hand, don't forget to do your "homework" to establish your goals and understand why you think a change of mind is important. When trying to change someone's mind, it's important to know why your point of view is adequate.

- e. *Have long responses:* long, thoughtful answers are more persuasive than short statements.

Being able to dissect an idea as well as back it up with evidence will make you seem more knowledgeable about a certain topic, as it will allow you to prove that you have actually thought about the problem at hand and educated yourself about it.

It's important to avoid insulting people, as this undermines your main point.

- f. *Be sensitive:* it is important to know why someone has a particular belief when trying to discuss it.

People tend to keep their beliefs and values close to them for personal reasons. It is important to know these reasons when discussing them.

When trying to present a different point of view, it helps to be able to find common ground or a common point that you agree on before addressing a point.

Ask them questions trying to emphasize that they are right, for example, in an area to value their contribution.

Again, it's essential to have a conversation, not an argument.

- g. *Know your audience:* it is essential to know who you are talking to, when you bring up different opinions. Having empathy and knowing where the other party is coming from is key to getting your point across.

Knowing how to speak to them calmly and politely will also help keep the conversation going. You'll be especially compelling if you can tie your ideas to something they deeply value.

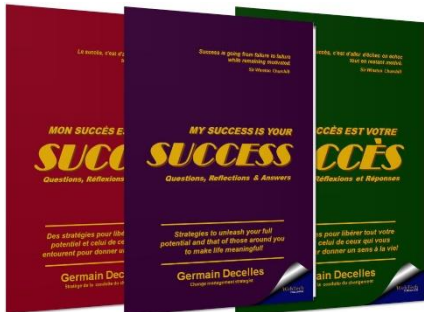
This will help find common ground that you can agree on, which will lead to a productive conversation.

Remember that conflict is part of normal life. It is important to know how to speak civilly about our points of view in order to be able to convince the other person.

However, sometimes, no matter how hard we try, we can never really convince someone to change their mind, which we have to agree to disagree on.

So, the best we can do is engage in productive conversation and share new ideas.

Find out more about « changing your mindset » with *My Success Is Your Success*. The book through questions, quotes and reflections provides the necessary elements to explore all about motivation so to shape your success and help those around you do the same. Remember that success is all about team efforts!



This 404-page book, available in French and English, is the fruit of forty years of experience acquired with local and international organizations and companies and during consultancy, change management, transition, and marketing services. For more information and to consult the flipbook, go to: www.webtechpublishing.com.

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Information

Printing and Distribution: <http://www.lulu.com>

Available to Librarians through the Ingram Content Group: <https://www.ingramcontent.com>

- Paperback format: ISBN: 978-1-7388000-0-1 (\$32.20 us - \$45.16 ca - 29.18 Euro)
- E-book format: ISBN: 978-1-7388000-4-9 (\$12.92 us - \$17.58 ca - 12.16 Euro)

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