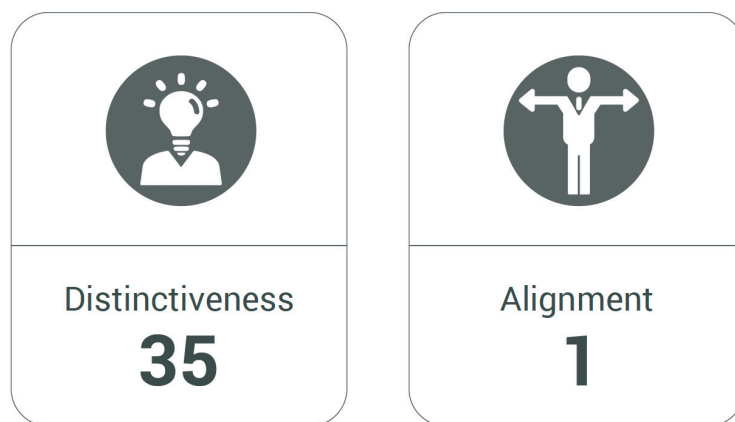# *Coaching with Mindset*

Leaders and senior managers operate at a level where it is not their behaviour but their mindset & beliefs which have the biggest impact on the organisation. That's not to say that their behaviour doesn't matter - far from it; but it is how they take control of the actions, assumptions and decisions they make as a result of their mindset & beliefs that will create a legacy - or destroy it.

The Birkman Mindset Report provides the raw material for a leader to explore and understand their own perspectives & the beliefs that drive them. Guided by a Mindset-certified professional, the leader is helped to a new understanding of how these align or differ from those of others, and what the strengths and challenges of that are likely to be.

Distinctiveness	Alignment
35	**1**

Here's an example - a leader who is highly unconventional (measured by **Alignment** scale) and values a less constrained environment (measured by **Distinctiveness** scale) will be more comfortable with risk than a leader who is highly conventional and more constrained. The latter will tend to be more measured and create a 'safer' environment for employees whereas the former may pursue an opportunity with insufficient diligence. Either might be a limiting or risky mindset depending on the context.

The **Image Management** scale describes how much energy a person devotes to maintaining a favourable public image. While **Social Acuity** reveals the extent to which they have reasonable expectations of other peoples' behaviors and attitudes.

A leader's attitude and approach to Risk, Collaboration, Innovation & Change and Trust are all revealed/accessible through the narrative of the Mindset Report.

Meanwhile, using Mindset with teams is a powerful way to uncover fundamental differences in perspective that can easily de-rail the performance & decision making of a key team with corresponding impact on the whole organisation.

Whether with leaders or teams, a Mindset-certified professional can facilitate the conversations that will lead to positive transformation.