

# 4 Ways to Shift Mindset to Better Excel at Work

with Krshnai Lakkineni, Chief Mindset Coach at Mindset Monk

- Believe it to see it.
  - When the world starts feeling like it is against you, it can be hard to see your way through it. Feelings of discouragement, disappointment, fear all creep in to create a bleak outlook. This brings out the pessimistic side of everyone, even in the eternal optimists. This has us hunkering down, preparing for the worst and when people say “it will get better”, we say “I will believe it when I see it”.
  - The mindset shift here is all about perspective. “I will believe it when I see it” requires others to change your reality. When the world is a constant disappointment, what is the likelihood of that happening? Instead, if we can flip the narrative to “I believe it to see it”, then something new emerges...hope, mission, action, control of your own reality. There is something immensely powerful about belief’s ability to open up opportunity and help us to see what was initially blocking us.
  - When we started FRp during COVID, we struggled to secure clients because they were saving their \$\$\$\$. But because we believed in what we were doing, we saw a different opportunity to provide value what would build our reputation and credibility for a time when the businesses were ready...which led to this podcast.
  - We also coach this when people are feeling hesitant to go after a position they want. They are wanting for people to give them the nod. To say “you are qualified” in order to believe they can do it. But the reality here is that if you don’t believe it, nobody else will see it either. This is the biggest way people undermine their ability to move up, grow and learn.
- MY career, MY responsibility.
  - One of the biggest sources of suffering is to feel like things are out of our control. Now, we are told to acknowledge when things are truly out of our control and accept them...things like the weather, a pending recession, AI’s quest to take over the world... That’s not what I am talking about here. I am talking about the self-inflicted suffering that comes from deflecting responsibility and blaming others for our position in life.
  - When we accept responsibility for our own careers, we take back control. That doesn’t necessarily mean you can dictate every role and promotion, but you can put yourself in better position to direct your future...versus waiting for someone to decide it for you. Here are key steps that help with this mindset shift:
    - Set a vision for your career.
    - Reflect on your Personal Brand and what Behaviors and Actions are needed in order to build your reputation towards that vision.
    - Build your network of advisors and supporters.
    - Make it known what roles and positions you want and ask those who make the decisions or will be key influencer’s in the decision what it takes to get there.
    - Set milestones to gauge progress.
    - Focus on yourself. Don’t blame, resent, or undermine others you feel are getting in your way.
  - This will help you define an action plan and put you on a path. It also gives you guidelines and a filter by which to make choices that will help you be more intentional in your career progression.
  - We talk about putting it out there - saying it out loud to yourself, the world - the idea of manifesting it into reality. Also, you can only control what you can control. So worrying about what “might” happen wastes time on you managing your career and making your vision a reality.
- You can lead at any level.
  - Said differently, you don’t need to have a “leadership” position to be a leader. So much of our careers we spend waiting for the time when we get to lead the team, sit in the c-suite, be part of the executive team. All of these are fine aspirations to have, but often times when we ask our coaching clients why they want this, the answers are pretty similar...power and money.
  - The money things can be pretty real. We won’t lie. But the power thing is an illusion. The only people in control are the people who are generating revenue for your business...your clients, consumers, customers. That is why at P&G, our mantra was always “consumer is boss”. That being said, the close second is “I want to make the decisions” or “I want to have a bigger, more influential voice in the decision making”.
  - Here is what most people miss...having decision making influence or power comes from reputation and credibility. If you don’t believe me, watch the dynamics in your next meeting. Now, yes, there is usually a “leader of the meeting”. But in actuality, they are just a facilitator (unless you have a dictator at the helm). What they are searching out is the most credible people who are going to make the decision for them that they just have to follow.
  - The lesson here? Be that credible influencer. This includes being skilled at what you do, but it is also about instilling a sense of understanding that you “get it”. You do this by:
    - Becoming a student of the business.
    - Networking to understand everyone’s function, their goals, and how they get rewarded.
    - Providing perspective and solutions that benefit the team as a whole, not just you.
    - Being thoughtful in your engagement by providing appropriate context and rationale to drive understanding.
  - You SHOULD lead at whatever level you are at. To the points above, THAT is what gets you credibility and influence. Literally anyone can become a leader with the right mindset and approach to doing so.
- Manage your energy.
  - There have been so, so many hacks, tips, you name it on how to manage, save, create time. But the path to true high-level performance is really about managing your energy. It really doesn’t matter what time it is or how much time we have if our energy level isn’t in tune with the effort it needs to exert to accomplish a planned task.

