



VIRGINIA BANKERS ASSOCIATION

Engineering Success by Engineering a New Mindset

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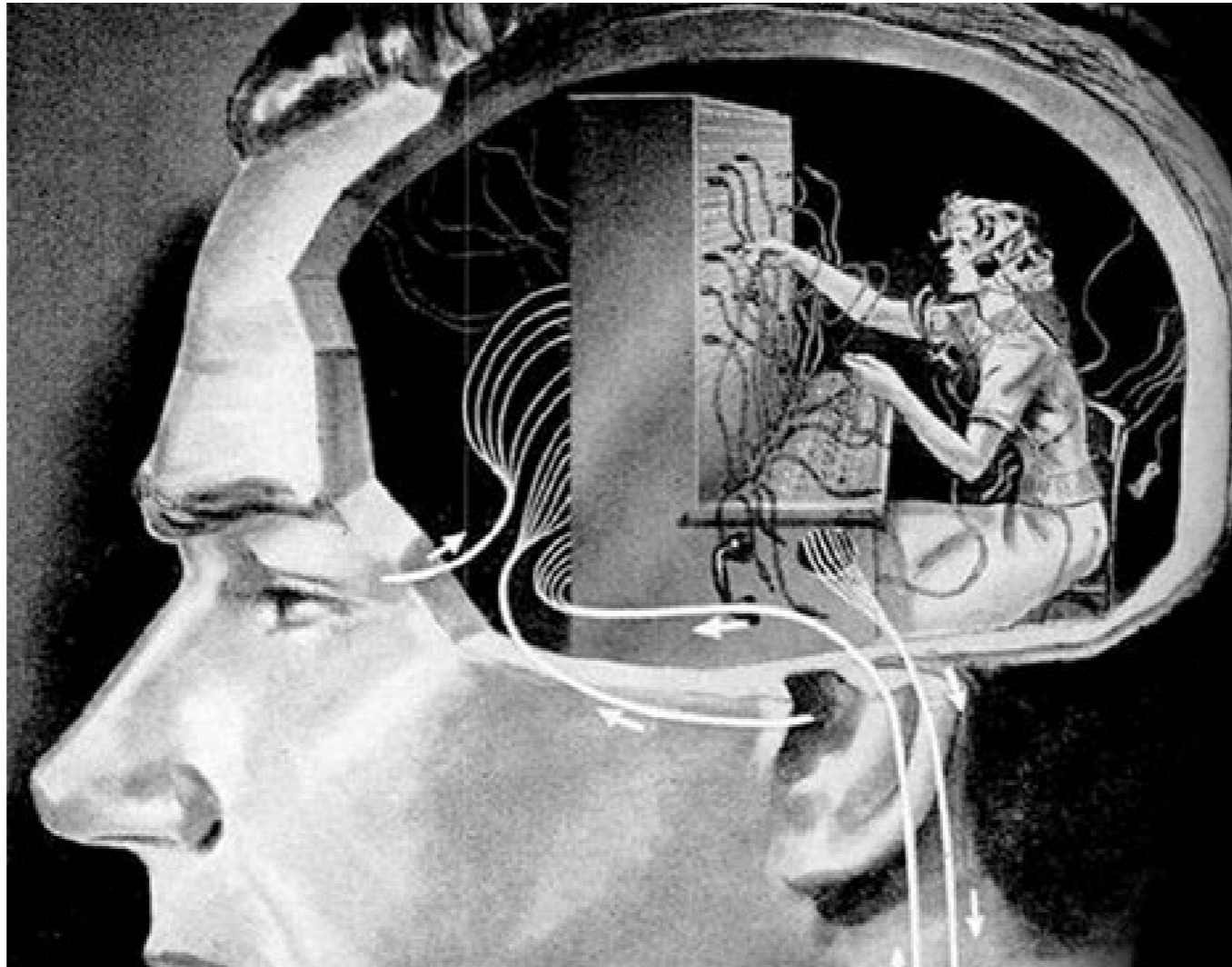


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State of Mind

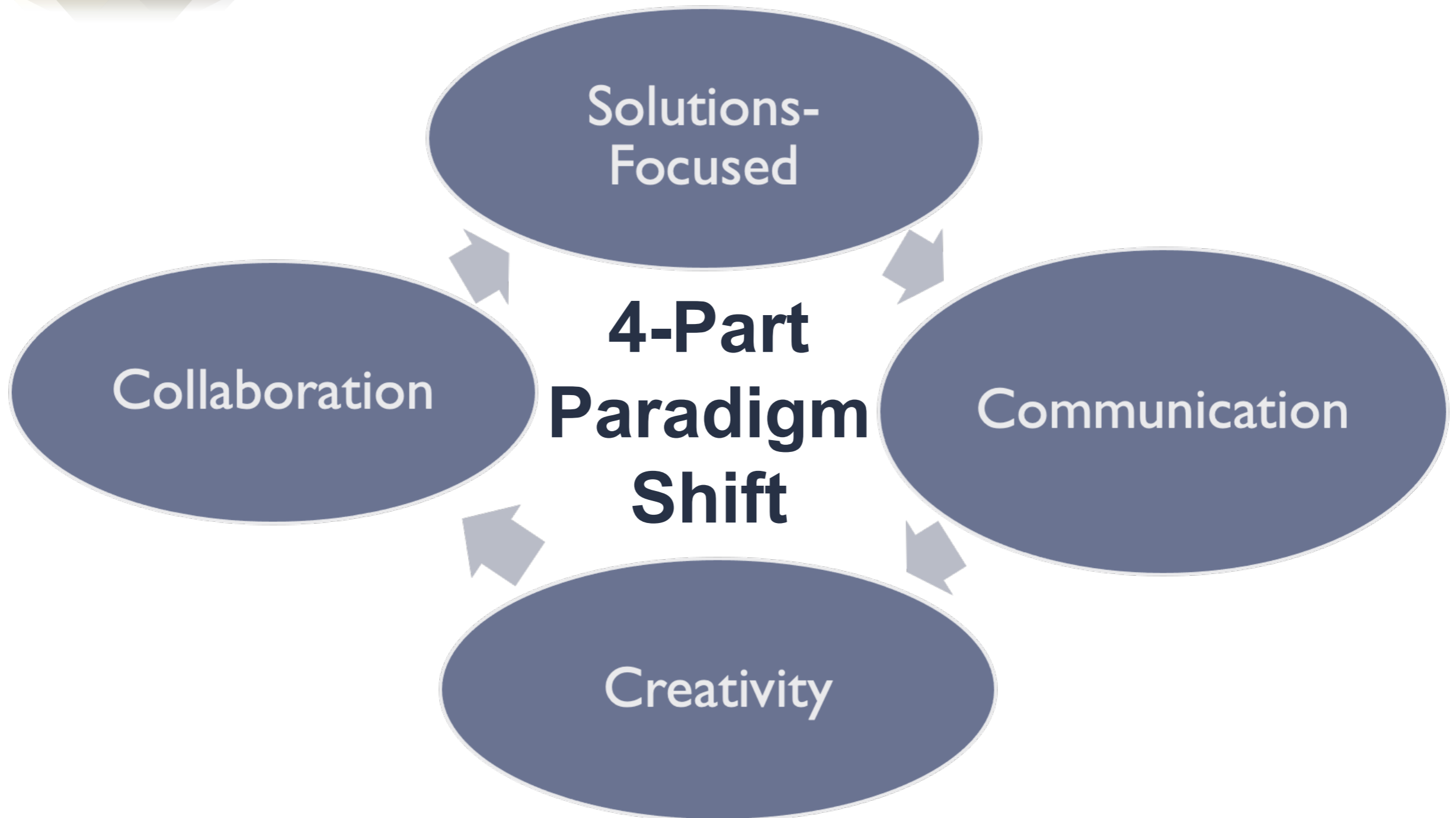
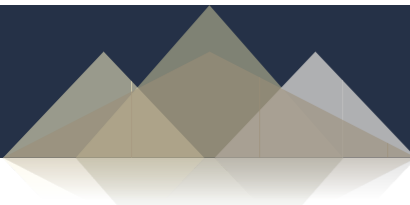


A persons **EMOTIONAL** State

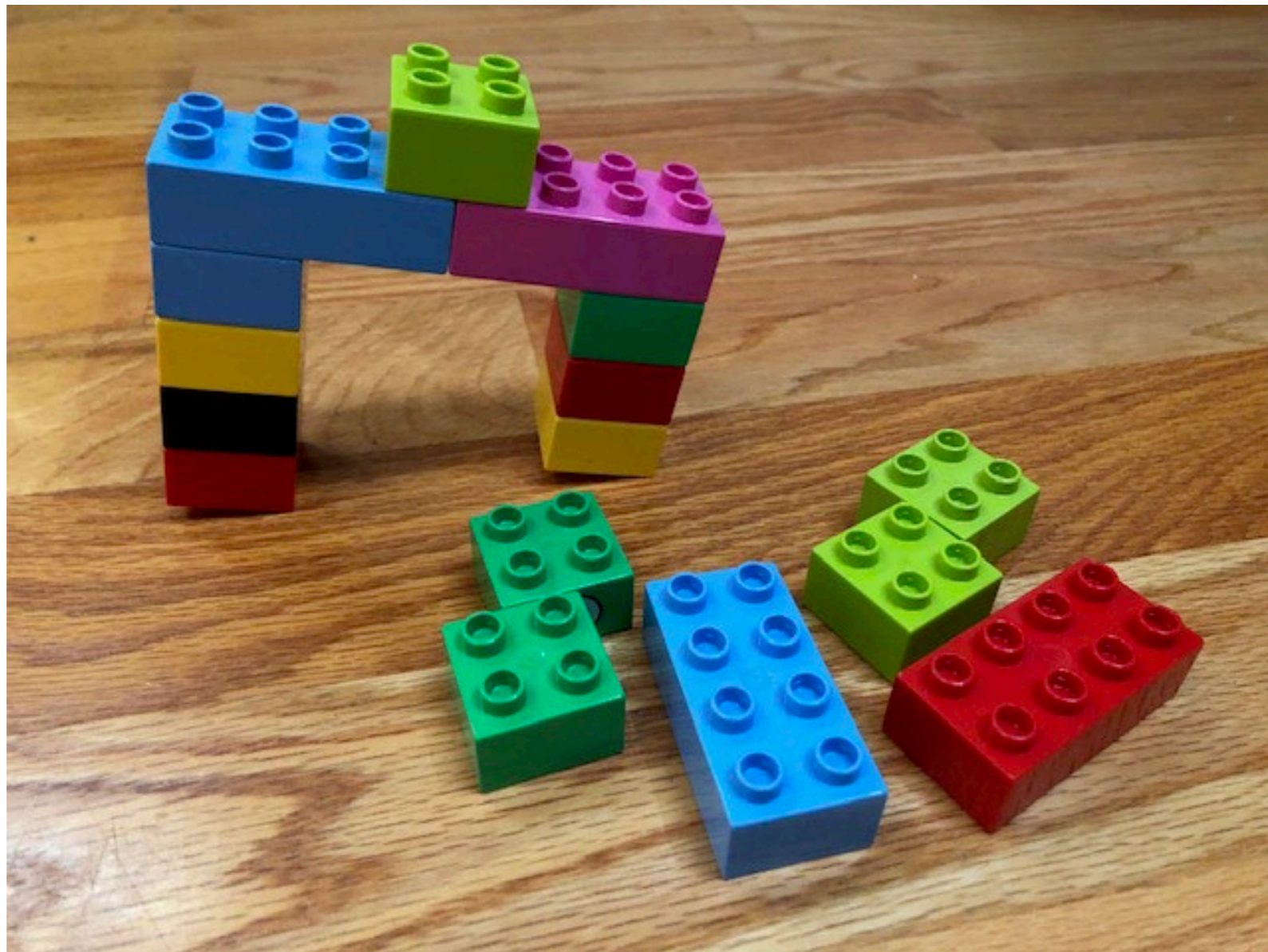


During Challenging Times

1. Your weird behaviors might show up.
2. You may become attracted to "locking on" to your way of thinking...and "locking out" important information.
3. Negative thinking can over-take your thinking.



How Do You Solve?



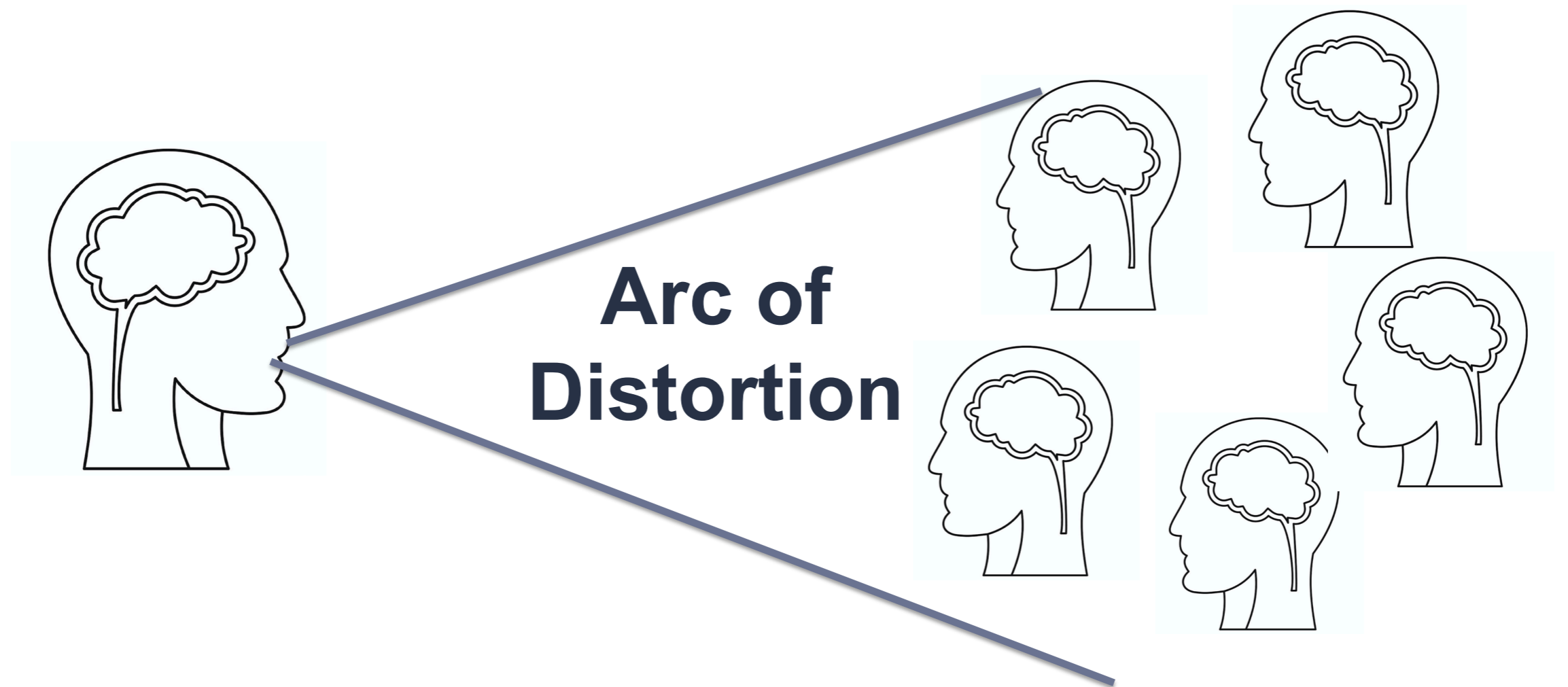


Solution Focused Mindset

Elevating to focus on solutions not “why” or “how” to problem was created

1. **Accurately** assess the situation
2. Small **parts** solutions space.
3. Do I **start**, re-**approach**, or **stop**?
4. Fail forward...**fast**

Human Communications





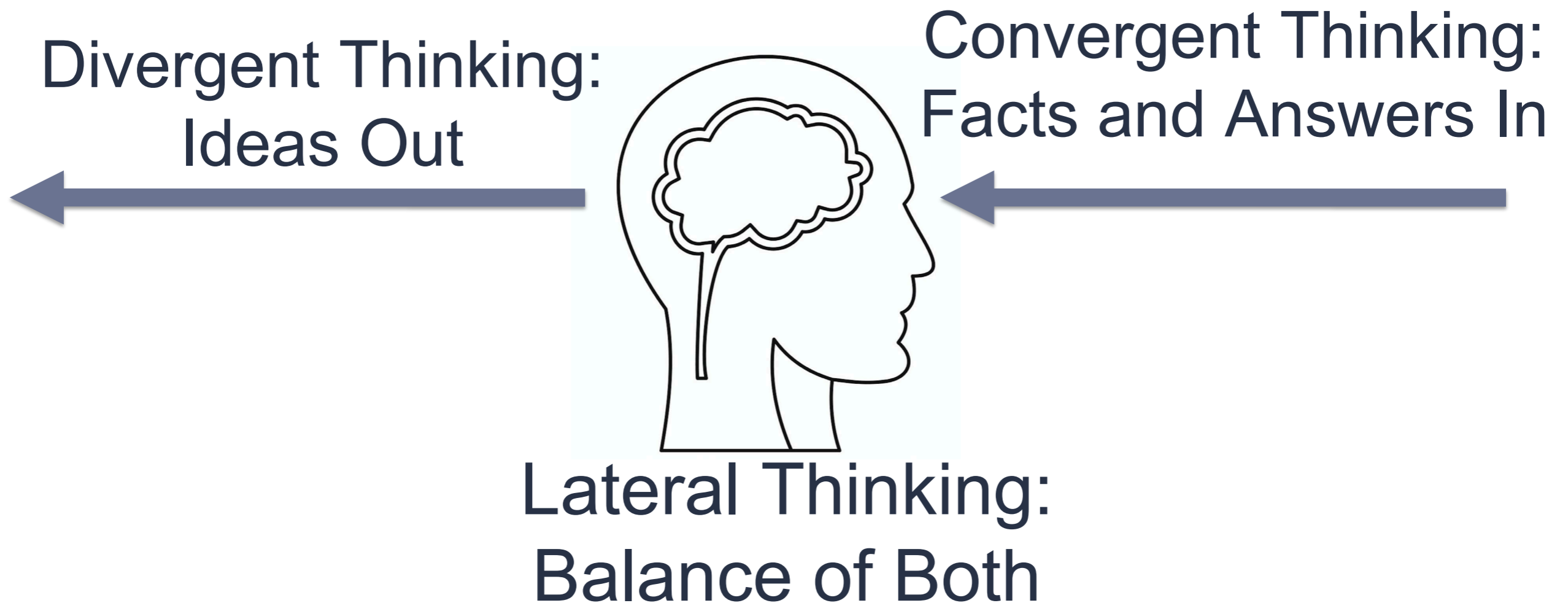
Communication Modifications

*Can you communicate in a way that changes
people's minds?*

1. Build an understanding of individual communication needs.
2. Develop your WHY.
3. Seek clarity by asking “What don't I know?”
4. Enrich conversation by asking “What have you heard?”

Creating Creativity

A skill that must be honed





Creating The Creative Mindset

“Creativity is intelligence having fun”

- Albert Einstein

Improving your quest for creativity:

1. Ask the questions “what if” and “how about?”
2. Get comfortable with chaos.
3. Walk away and let the serendipity do its work.

Collaboration

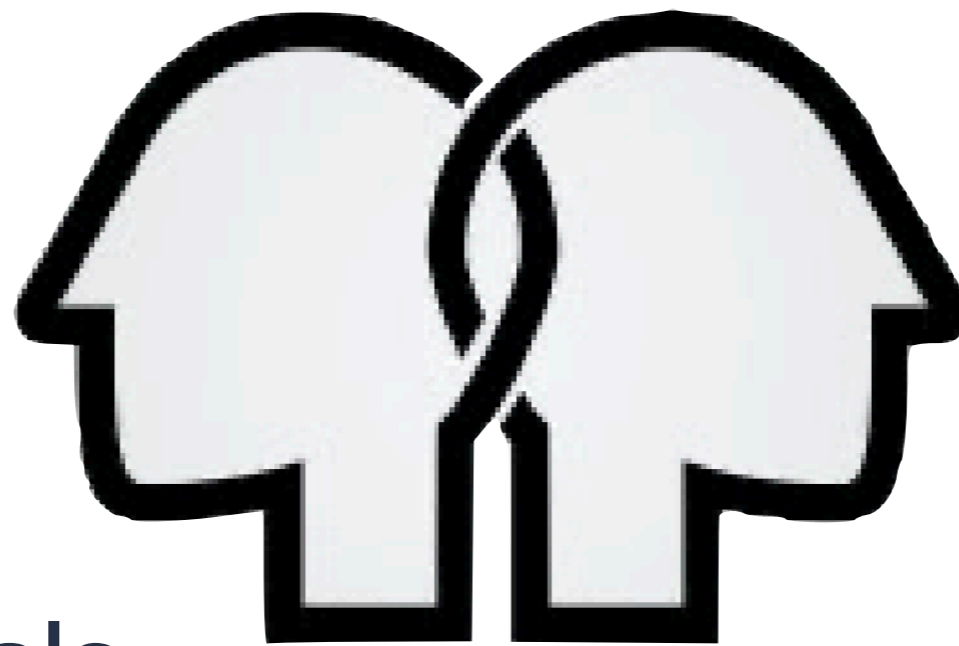
A deeply human capacity

Regulating
Emotions

Intentional
Planning

Pursuit of
Common Goals

Working
Memory






Caring For the Collaboration Mindset

The sum of all of us together, is greater than our parts

Building a culture of collaboration:

1. Own the “We Culture” of transactions.
2. Foster productivity and collaboration by matching individuals to tasks that give them energy.
3. Intentionally craft belonging to a group.





“The greatest discovery of my generation is that a human being can alter his life by altering his attitude of mind”

- William James