

Strategies to Adopt a Mindset of Abundance from March 1, 2019 Collective Leadership Webinar

Resources:

Carol Dweck's work on growth mindset, great graphic here: https://www.socialvelocity.net/wp-content/uploads/2015/03/taschen_informationgraphics10.jpg

Marilee Adams "Choice Map": <http://inquiryinstitute.com/resources/choice-map/>

Margaret Wheatley's Core Practices of Life Affirming Leaders: https://berkana.org/wp-content/uploads/2011/11/New_CorePracticesofLifeAffirmingLeaders.pdf

Ideas:

- Practice self-reflection to build your own self-awareness
- Be kind to yourself- use positive self-talk and affirmations when you feel that you are in your "red brain"
- When you encounter a problem, barrier, or sense of frustration about a person or situation, ask questions such as "What is good about this person/situation?" to help your brain shift from red to green. This doesn't mean you don't address the problem, but coming to the problem with a brain that is calm will help you make better choices, think differently, and be more open to others than if you approach with a sense of anger or negativity.
- Use appreciative questions:
 - With yourself: keep a gratitude journal. Write about things you are grateful for. Or reflect on "what were my greatest successes last week/yesterday/today?"
 - With others:
 - To reflect on an event: "What did you most appreciate about 'event'?"
 - During supervision, "What do you most appreciate about your work?" or "What was something you are feeling proud about from last week?"
 - During coaching, "Describe a moment in your teaching last week when you felt effective in your role, or connected to one of the children, or joyful in your work. What was happening?"
- "I notice" statements (based on Powerful Interactions by Dombro, Stetson, & Jablon): walk through the classroom and leave a sticky note with something you notice the teacher or staff member doing (not anything negative but a strength or a demonstration of good teaching practices or interactions)
- Strengths activity with a team:
 - Have people identify their own strengths, using Strengthsfinder (<https://www.gallupstrengthscenter.com/store/en-us>) or a list that you create or your team can also generate a list (the prompt: "What are some skills, gifts or talents that you can think of that are important to our work?", and list the responses on chart paper). Or use the Strengths Quick Reference Card: <https://www.gallup.com/workplace/245090/cliftonstrengths-themes-quick-reference-card.aspx>
 - Have team members list strengths of the other members of the team.
- "Gifts" accordion: Team sits in a circle. Each person folds a paper like a fan. Write your name on the top. Pass it to the person next to you, who writes a skill, gift or talent that you bring. Keep passing until everyone wrote something about every other person and your own "accordion" comes back to you.