

LEADERSHIP MINDSET

VS

POLITICAL MINDSET

Focused on serving both current AND future generations, and communicating that your job IS to design a sustainable future - EVERY decision you make is a decision toward sustainability or away from.



Focused on pleasing voters and always looking for the quick wins - Employing short term thinking to appease the masses.

Speaks truth no matter how uncomfortable it is.



Says what people want to hear.

Willing and able to change what they think based on new information or new perspective.



Willing to change what they say to win approval.

Does the right thing rather than the popular thing.



Overly responsive to the critical minority.

Willing to be vulnerable, and to seek feedback with emotional intelligence and self regulation.



Takes things personally & is self-protective, defensive, & emotionally reactive when they don't get their own way.

Engages in productive conflict & courageous conversations to find the best solution, allowing uncomfortable emotions and tension without personalizing it.



Conflict avoidant

Willing to make difficult or unpopular decisions and to course correct when necessary.



Decision avoidant

Protect the future even when it means short term discomfort.



Borrows from the future for popularity today.

Values soul to soul relational currency, caring for the people that are doing the work - The system is ONLY as good as the people in it.



Seeks transactional relationships.

Strategic Thinker: Asks WHY are we doing this, WHY do we provide this service, and WHAT are we trying to achieve? Takes intelligent risks with full awareness of the consequences.



Problem solver: Focused on specific projects and instructs staff on how to solve this or that problem to circumvent process.

Willing to wrestle with complex ideas



Stays on script - does not deviate from the message.

Listens to understand what is being said, and more importantly WHY.



Listens to speak, to fix, to react, or to dismiss.

Challenges assumptions, particularly the way that meetings are run. Incorporates thinking tools into meeting structures and wrestles with complex challenges, asking strategic questions to uncover bias.



Makes assumptions and speculates that staff are wasting tax payers money - tells them to sharpen their pencils.

Uses failure as a learning opportunity



Fear of failure and fear of being wrong.

Grounded and non-anxious - guided by intellectual curiosity, contextual intelligence, collective wisdom, and mental flexibility.



Confidence is invested in certainty and rigidity and sometimes even policy.

Cultivates an environment where optimism, hope, creativity, fearlessness, candor, growth & learning happen.



Cultivates a staff vs EO's mentality, storytelling that the staff are trying to pull one over on you.