

# Do you **THINK** like a Boss?

## If you think ...

"My abilities, intelligence, talents and hard work will get me ahead in life."

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"I'm motivated by recognition & external rewards."

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"I fear failure because failing says something negative about my abilities."

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"I must prove myself to others."



## Instead think ...

"My abilities can be developed with learning, training & persistence."

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"I want to learn because it's fun, engaging and challenging."

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"I can improve from my own failures."

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"I must look inward and work to the best of my ability."

These thoughts are derived from the work of: Dweck, C. S. (2008). *Mindset: The new psychology of success*. New York: Ballantine Books; Heslin, P. A., Latham, G. P., & Vandewalle, D. (2005). The effect of implicit person theory on performance appraisals. *Journal of Applied Psychology*, 90, 842-856; <http://mindsetonline.com/changeyourmindset/firststeps/>; <http://www.forbes.com/2009/04/20/mindset-psychology-success-leadership-careers-dweck.html>



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