

How to Flip your Mindset as a New Leader



Know the Different Scripts & Know you Can Flip Your Mindset

The script of an individual contributor is much different than the script of a new leader and if you want to flip your mindset to that of an effective first-time manager, you can.



Learn more through a leadership lens

Find stories or articles of how people bettered themselves in skills like coaching and mentoring others, delegating, or communicating.

Read biographies of leaders from any field who were technical experts at the beginning of their careers, but made themselves into great leaders. For instance, in *Mindset* Dweck tells the story of Jack Welch, former CEO of GE, who had a fixed mindset at first, but flipped it to a growth mindset.



Reflect on your Own Experience

Is there something that, as a new leader specifically, you initially struggled with, but are adequate or even pretty good at now?

You probably had some setbacks and failures on your way to being good at this particular ability. What did you learn from those failures? What will you do next time you are in a similar situation?



Role Play

Role play a conversation face-to-face with a trusted friend or mentor. Afterwards, get feedback from the other person on how well you did, or how you can improve.

In these role play scenarios, think about how to include your own story of how you overcame something.

How could you sympathize, empathize, and bring up a time where you had low ability at something before, but now you are excelling.

