

Put Your Mindset to Work: *The Secret Weapon in Winning, Keeping, and Flourishing in the Best Jobs* | Paul Stoltz & James Reed



WHAT DOES IT *really* TAKE TO WIN, KEEP, AND FLOURISH IN THE BEST JOBS?

Let's begin by shattering a sacred assumption. If you want a good job, it's all about qualifications. Put another way, the best way to increase your chances of getting a great job is by upgrading your skills. Right? *Wrong!*

That is, at least according to the thousands of the world's top employers we formally surveyed. Their answers to these four questions can and should have profound implications on your entire career.

Question 1 | GETTING THE JOB

If you had to hire someone today, which would you choose?

Question 2 | EARNING A RAISE

If you were awarded compensation today, whom would you give a bigger raise?

Question 3 | KEEPING THE JOB

If you had to reduce your workforce, whom would you retain?

Question 4 | GETTING PROMOTED.

If you had to promote someone today, whom would you pick?

A) The person with the perfect skillset, but lacking the desired mindset,

or

B) The person with the desired mindset, but lacking the perfect skillset?

Answers: Top Employers definitively pick B, Mindset, at a 92% average

(96%, 81%, 100%, 91% respectively)

Mindset utterly trumps skillset. Not by a little, but by a landslide. That's why trying to win the best jobs by doing yet-more skills training is like training for a marathon by doing sprints and hurdles. It may help, but it's not going to win the race.

Listen to what employers like Google, Facebook, HP, Prudential, Deloitte, Mars, FedEx, AT&T and others are telling you: When asked, "How many "normal" employees would you trade for one with a winning mindset?" Average answer? 7.2! Growing and demonstrating the right mindset makes you worth seven times a normal employee. No wonder those with the right mindset win the job, keep the job, earn more, and get promoted sooner, even over other, more qualified candidates. In other words, mindset can launch you over the pile of applicants on the boss's desk.

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WHAT EXACTLY IS MINDSET?

If your skillset is about what you can do, then your mindset is about what you see, think and believe. Make no mistake. It's not about putting on a bright shiny display of positive attitude. Mindset is deeper. It's what's within and underneath everything else.

The much-quoted Oxford English Dictionary defines mindset as “a habitual way of thinking.” That's why we think of mindset as much deeper and more profound than anything that is just on the surface. It's “the internal lens through which you see and navigate life.” Mindset therefore influences everything you see, as well as everything you do.

This is the way mindset works, like the ice that forms on the surface of a deep pond. Whatever contaminants or particles get caught in that ice tint and affect what you do and do not see. Inside your brain, you combine your deep well of personal experiences, natural traits, and education to form your unique lens. As a young child, and for a long while, each new experience and lesson can add to the mix, so your mindset remains fairly fluid and dynamic. But, as the necessary tweaks to your mindset become increasingly minor and infrequent, your lens, like the ice, begins to solidify, capturing elements that enhance, and those that diminish. In contrast to moods which can fluctuate, sometimes radically and instantly, mindset becomes, well... set. At least until now.

Take heart. Mindset can be measurably and permanently changed and improved. You can literally shrink and remove the destructive and limiting elements, and grow the enriching elements to create the sort of mindset people seek and admire.

THE WINNING MINDSET

Not all mindsets are created equal. Imagine taking all of the top mindset ingredients leading employers say make the biggest difference, pressure testing them to see how they hold up, and then pouring them into a giant sorting machine. That's essentially what we've done to arrive at the 72 elements, under three categories (or "Gs") that comprise what we call, "The 3G Mindset."

The three "Gs" are "Global," "Good," and "Grit" which together create "The 3G Mindset." The 3Gs—Global, Good and Grit—explain the profound difference between bottom and top performers, poor and wealthy entrepreneurs, stagnating and promoted employees, being fully engaged versus permanently enraged, those who are valued and retained, versus those who are happily let go, those who earn the most and those who earn the least, as well as those who are hired versus those who are fired.

Those with the right mindset make more money. We've discovered a direct (statistically significant) relationship between one's 3G Mindset and one's income. Those who score higher, overall, make more. And when you consider the power of mindset, that finding makes sense.

The 3G Mindset answers for you this vital question:

Of all the aspects of mindset, what does the world's best science and tested theory show to be the three most powerful and important aspects for me to focus on to grow the career and life I want?

Global

Global comes first. It is the vantage point of the 3G Mindset. It is not about cultural sensitivity, per se. It is about how far you see, reach and go to understand and address the everyday challenges and issues. Global has surged in importance, and it's here to stay.

The 3G Mindset is designed to set you apart and allows you to compete for jobs at any level on a global scale. Arguably, the Global facet of Mindset is what sets humans apart. It drives us to be uniquely curious and relentlessly inventive. You might say it is essential to our evolution. And, you may be pleased to learn Global is not age dependent. People at any stage and age can master global.

Global is about openness to new experiences and new ideas, as well as the ability to make new connections and to create new combinations.

Global Elements

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Connectivity:

Connected, broadminded, boundary-less, big picture, relationship-builder, collaborative, contributor, wise, interdependent, environmentally aware, streetwise, think beyond

Openness:

Open, flexible, adaptable, embracing, diverse, agile, curious, innovative, creative, multi-cultural, holistic, think differently

Good

Good comes next, because Good is the foundation stone upon which everything else is built. This facet of mindset is about seeing and approaching the world in a way that truly benefits those around you. While Global may define the context of your contribution, and Grit may determine its magnitude, Good determines how positive (or negative) your contribution to your job, your life and the world ends up being.

Good Elements



Integrity:

Honest, loyal, trustworthy, ethical, moral, authentic, dependable, temperate, solid, genuine, sincere, balanced

Kindness:

Kindness, fairness, compassion, empathy, respect, humility, generosity, value driven, earnest, thoughtful, unbiased, value builder

Given the dog-eat-dog competitiveness of most businesses today, it may have surprised you to know the timeless virtues—Honest and Trustworthy—are the chart-toppers in the eyes of the best employers. Where can any enterprise go, and how long can it flourish without these elements? The reason employers want you to shine in these, along with all the components of Good, is because they make you and them shine. Good is absolutely fundamental and instrumental to the long term successful operation of any organization or social group. What the world's employers are telling you is, good guys don't finish last.

Grit

is the third G, is the fuel cell of the 3G Mindset. Having the vantage point (Global) and the foundation stone (Good) is essential, but it is the fuel cell (Grit) that propels you forward and brings your 3G Mindset to life, even in the darkest moments.

Grit Elements



Growth:

Learning, improving, evolving, striving, engaged, driven

Resilience:

Resilient, risk taker, accountable, brave, courageous, optimistic

Intensity:

Committed, focused, disciplined, passionate, purposeful, energetic

Tenacity:

Tenacious, persistent, relentless, assertive, determined, resolute

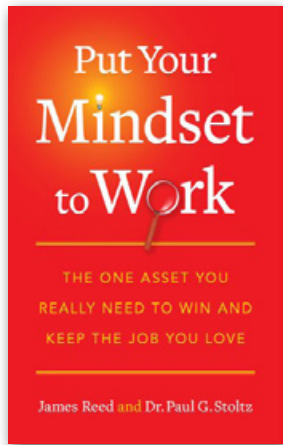
Grit proves anyone can come out ahead, regardless of their advantages or disadvantages in life. Grit shatters the entitlement myth—the belief that a certain education, certain grades or certain privileges guarantee a good job— that has infected and weakened the US, the UK and many of the world’s wealthiest countries. It is Grit, often combined with the other Gs, that inspires us.

Drawing from a deep well of scientific rigor and in-the-business-trenches proof, it is irrefutable that individuals with Grit demonstrate sheer tenacity, resilience, and the relentlessness tend to win, and to win big.

In a rapidly changing, adversity rich world, Grit is the quality that enables us to pick ourselves up, dust ourselves off and carry on—stronger for the experience.

It is important to remember that the winning 3G Mindset is a single practice-forged lens through which you see and navigate the world; it is not three separate lenses that you put on and take off like fashion eyewear. 📖

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as well as everything you do.



BUY THE BOOK

Get more details or buy a copy of Reed and Stoltz's [*Put Your Mindset to Work*](#).

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