

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.



Speaks truth no matter how uncomfortable it is.



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



Does the right thing rather than the popular thing.



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



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



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



Protect the future even when it means short term discomfort.



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.



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.



Willing to wrestle with complex ideas



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



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.



Uses failure as a learning opportunity



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



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



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

Says what people want to hear.

Willing to change what they say to win approval.

Overly responsive to the critical minority.

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

Conflict avoidant

Decision avoidant

Borrows from the future for popularity today.

Seeks transactional relationships.

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

Stays on script - does not deviate from the message.

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

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

Fear of failure and fear of being wrong.

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

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