

Paul Hoyt's "Office Hours" Series



THE **Awakened** CEO System

Office Hours

mindset

methods

momentum





Welcome to Office Hours

- A relaxed, informal mentoring program
- Held every Monday at Noon Pacific Time
- All recordings, slides, and exercises are archived in our member's area
- All recordings are available on my YouTube channel:

www.YouTube.com/user/PaulHoyt

mindset

methods

momentum





The Reasons

- Being a successful small business owner can be a great experience!
- It's tough - you need Education, Training, Tools, and Team to be successful
- We want you to get to know us

mindset

methods

momentum





The Reasons

- First and most importantly, we want you to know that we care about you.
- We want you to succeed in every area of your life, whatever that means to you.
- We want you to find the **greatness**, the **happiness**, the **divinity** within yourself, and then remember it, embrace it, and live it every day.

mindset

methods

momentum





Our Passion

To increase the survival rate...

Accelerate the growth rate...

And reduce the struggle rate
of businesses in America

mindset

methods

momentum





Our Vision...

To help millions of CEOs and
Entrepreneurs accelerate their business
growth and enjoy greater harmony and
balance in their lives

Please Pass the Word!

mindset

methods

momentum





Office Hours Agenda

- In depth discussion of a business success principle
- Closing remarks, special offers, and invitation for next weeks session
- Open Q&A and coaching
- Best question or comment wins!

mindset

methods

momentum





Join Us!

- The Awakened CEO Communities on both LinkedIn and Facebook
- Business Success Principle of the Day postings on both Facebook and LinkedIn
- Energy of the Day posting on Facebook

mindset

methods

momentum





Today's Topic:

Your Growth Mindset -

The Psychology of Success!

mindset

methods

momentum





The Key Performance Areas



mindset

methods

momentum





The Key Performance Areas



mindset

methods

momentum





Levels of Performance

- Mindset
- Methods
- Momentum



mindset

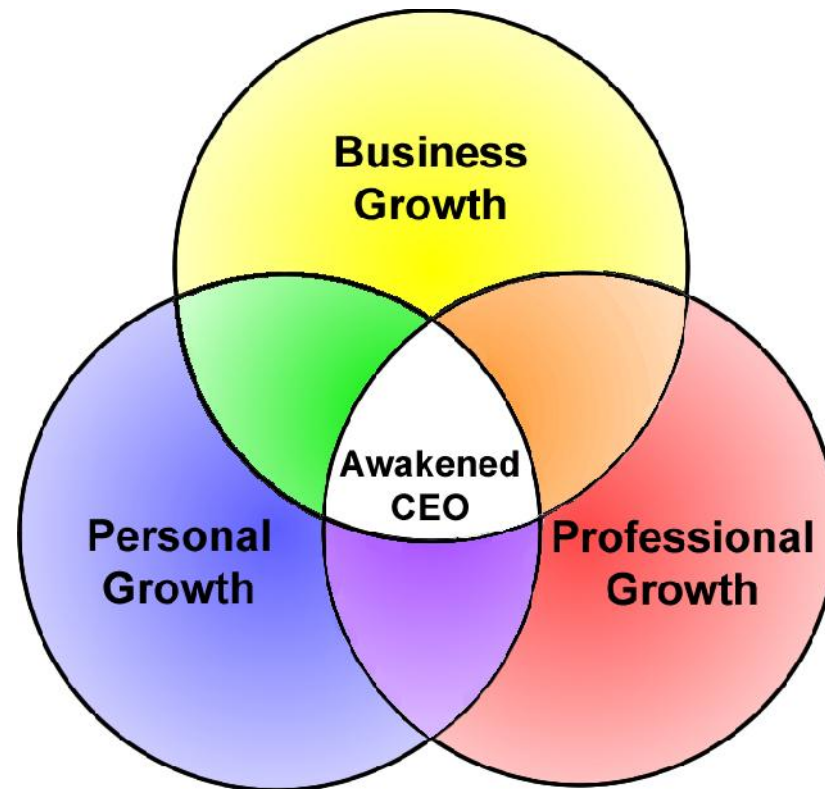
methods

momentum





Focus Areas



mindset

methods

momentum





The Awakened CEO System

	Business Growth	Professional Growth	Personal Growth
Mindset			
Methods			
Momentum			

mindset • methods • momentum



The Awakened CEO System

	Business Growth	Professional Growth	Personal Growth
Mindset			
Methods			
Momentum			

mindset

methods

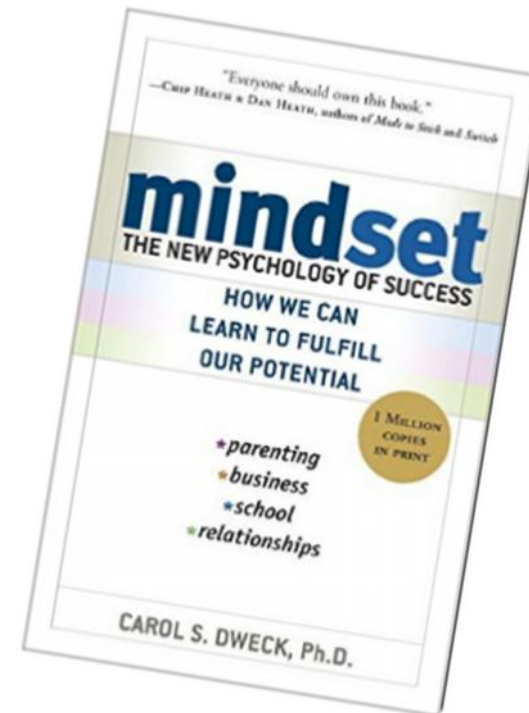
momentum





Agenda

- The Author
- The Two Mindsets
- Examples
- The Bottom Line



mindset

methods

momentum



The Author

- Carol Sweck, PhD
- PhD from Yale
- Taught at Columbia, Harvard, Univ. Illinois
- Professor of Psychology at Stanford
- Published Mindset in 2006

mindset

methods

momentum





The Two Mindsets

- Fixed Mindset
- Growth Mindset

mindset

methods

momentum





The Two Mindsets

- "In a fixed mindset people believe their basic abilities, their intelligence, their talents, are just fixed traits. They have a certain amount and that's that, and then their goal becomes to look smart all the time and never look dumb.

mindset

methods

momentum





The Two Mindsets

- In a growth mindset, people understand that their talents and abilities can be developed through effort, good teaching and persistence. They don't necessarily think everyone's the same or anyone can be Einstein, but they believe everyone can get smarter if they work at it.”

mindset

methods

momentum





Comparison

Fixed	Growth
Ability is Static	Ability is Developed

mindset

methods

momentum





Comparison

Fixed	Growth
Ability is Static	Ability is Developed
Avoids Challenges	Embraces Challenges

mindset

methods

momentum





Comparison

Fixed	Growth
Ability is Static	Ability is Developed
Avoids Challenges	Embraces Challenges
Gives Up Easily	Persists through Obstacles

mindset

methods

momentum





Comparison

Fixed	Growth
Ability is Static	Ability is Developed
Avoids Challenges	Embraces Challenges
Gives Up Easily	Persists through Obstacles
Sees Effort as Fruitless	Sees Effort as Necessary

mindset

methods

momentum





Comparison

Fixed	Growth
Ability is Static	Ability is Developed
Avoids Challenges	Embraces Challenges
Gives Up Easily	Persists through Obstacles
Sees Effort as Fruitless	Sees Effort as Necessary
Ignores Criticism	Learns from Criticism

mindset

methods

momentum





Comparison

Fixed	Growth
Ability is Static	Ability is Developed
Avoids Challenges	Embraces Challenges
Gives Up Easily	Persists through Obstacles
Sees Effort as Fruitless	Sees Effort as Necessary
Ignores Criticism	Learns from Criticism
Threatened by Others	Inspired by Other's Success

mindset

methods

momentum





Self-Esteem

- Fixed Mindset: I am great because of my abilities
- Growth Mindset: I am great because of my ability to learn, grow, and improve

mindset

methods

momentum





What They Tell Themselves

- Fixed Mindset:
 - My reputation is at stake every time there is a test. I have to look good and be right
 - Mistakes are a sign of weakness
- Growth Mindset
 - A test is an opportunity to measure my progress
 - When I discover my gaps, I can work to close them

mindset

methods

momentum





When Things Don't Go Well

- Fixed Mindset:
 - Feeling of being an utter failure
 - Give up easily
 - Blame the system, blame the test
- Growth Mindset
 - Don't give up easily, don't feel like a failure
 - I need to work harder!
 - How can I fix this?

mindset

methods

momentum





Self Awareness

- Fixed Mindset:
 - See things in black and white, good and bad
 - Feedback is not processed well
- Growth Mindset
 - Seek accurate information about current abilities
 - More objective and realistic

mindset

methods

momentum





Examples

- Michael Jordan
- Babe Ruth
- Wilma Rudolph
- Mia Hamm
- Every fourth round draft pick who made the team

mindset

methods

momentum





Examples

- Jack Welsh
- Lou Gerstner
- Steve Jobs
- Walt Disney

mindset

methods

momentum





Comparison

Fixed	Growth
Build weak teams	Build strong and diverse teams

mindset

methods

momentum





Comparison

Fixed	Growth
Build weak teams	Build strong and diverse teams
Blame others	Takes 100% responsibility

mindset

methods

momentum





Comparison

Fixed	Growth
Build weak teams	Build strong and diverse teams
Blame others	Takes 100% responsibility
Rarely are questioned	Welcome candid discussion and dissenting opinions

mindset

methods

momentum





Comparison

Fixed	Growth
Build weak teams	Build strong and diverse teams
Blame others	Takes 100% responsibility
Rarely are questioned	Welcome candid discussion and dissenting opinions
Seen as a boss	Seen as a leader

mindset

methods

momentum





Comparison

Fixed	Growth
Build weak teams	Build strong and diverse teams
Blame others	Takes 100% responsibility
Rarely are questioned	Welcome candid discussion and dissenting opinions
Seen as a boss	Seen as a leader
Not worthy of trust	Trusted and respected

mindset

methods

momentum





Comparison

Fixed	Growth
Build weak teams	Build strong and diverse teams
Blame others	Takes 100% responsibility
Rarely are questioned	Welcome candid discussion and dissenting opinions
Seen as a boss	Seen as a leader
Not worthy of trust	Trusted and respected
Typically low ceilings	Unlimited Potential

mindset

methods

momentum





Getting to the Top

- “The top is where fixed –mindset people long to be, but it’s where many growth-minded people arrive as a by-product of their enthusiasm for what they do.”
- ... And for being who they are

mindset

methods

momentum





On a Related Note...

- The ability to execute depends the ability to adapt, improvise, and overcome
- A lot of what has to be overcome is lack of experience, education, and training on how to manage tough situations
- ... and that requires a Growth Mindset
- Another word: Resourcefulness

mindset

methods

momentum





Big Challenges

- Early success
- Prodigious gifts
- Not having to try hard to excel
- The curse of unlimited potential
- Big frog, little pond

mindset

methods

momentum





The Good News!

- A Growth Mindset can be learned
- It is a skill that can be developed, not a fixed trait!

mindset

methods

momentum





Many Studies

- When someone does well, you can induce a Fixed or Growth mindset
- For Fixed: Tell them they are really smart or talented
- For Growth: Tell them that they must have worked really hard to do that well and you can't wait to see what they can accomplish with more hard work

mindset

methods

momentum





Many Studies

- For **Fixed**: Tell them that the test measures how smart they are
- For **Growth**: Tell them that the test measures their ability to learn and grow

mindset

methods

momentum





Many Studies

- When someone does poorly, you can also induce a Fixed or Growth mindset!
- For Fixed: Tell them that you are disappointed - you thought they were smarter than that, or blame the test
- For Growth: Tell them that you know that they will work hard and do better the next time

mindset

methods

momentum





When Someone is Really Talented

- Set lofty goals and make them work hard for even greater success
- Don't let them rest on their laurels or get bored
- Reward their effort even more than their results

mindset

methods

momentum





The Bottom Line

- Your mindset has dramatic impact on your life! A Growth Mindset is best!
- When we encourage effort, reward progress
- When we tell others how much you believe in their ability to learn and grow...
- ... They will improve
- And treat yourself that way, too!

mindset

methods

momentum





The Awakened CEO System

	Business Growth	Professional Growth	Personal Growth
Mindset			
Methods			
Momentum			

mindset

methods

momentum





Mindset

- Believe in your ability to learn and grow!
- Surround yourself with people who are eager to learn and grow
- Give yourself opportunities to learn and grow
- Understand that the Growth Mindset transcends boundaries

	Business Growth	Professional Growth	Personal Growth
Mindset	★	★	★
Methods			
Momentum			

mindset

methods

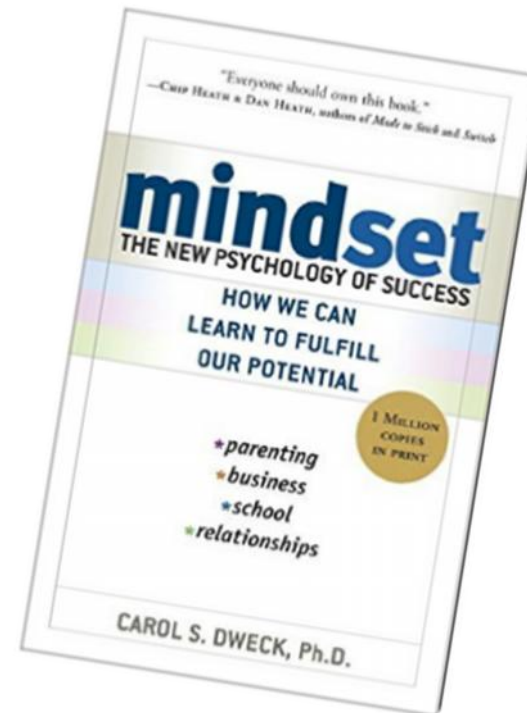
momentum





Agenda

- The Author
- The Two Mindsets
- Examples
- The Bottom Line



mindset

methods

momentum



Homework / Exercise

- Get the book and read it!
- Encourage effort, reward progress
- Tell others how much you believe in their ability to learn and grow
- ... and treat yourself that way, too!
- Take on a huge challenge!
- Get a mentor or coach

mindset

methods

momentum





Related Office Hours

- 14 – Old Dog, New Tricks!
- 54 – Lessons from Good to Great
- 56 – Switch! How to Change When Change is Hard
- 65 – The Power of Habit
- 78 – Psycho Cybernetics

mindset

methods

momentum





Open Q & A and Coaching – in a minute

- Comments and questions on the topic of the day, then any other issues
- Tell me what your biggest “take-aways” are and what insights you gained from this presentation
- Tell me what you are going to focus on

mindset

methods

momentum





Our Support Services

Service	Teach You	Do It With You	Do it For You
Education	X		
Training	X		
Coaching	X		
Advising / Mentoring	X	X	
Consulting		X	X
Growth Management		X	X

mindset

methods

momentum





Our Support Systems

- Business Growth
- Personal Growth
- **The Awakened CEO System
for Integrated Growth**

mindset

methods

momentum





Introduction to The Awakened CEO System

- Starting monthly webinars / discussion sessions
- Group coaching and mastermind groups are coming too!
- Watch your emails for announcements!

mindset

methods

momentum





Next Office Hours: Sep. 19th

- Topic is: TBD
- Let me know what topics you would like for me to address: www.PaulsSurvey.com
- Do your homework!

mindset

methods

momentum





Open Q & A and Coaching

- Comments & questions on the topic of the day, then any other issues
- **Best question or comment wins!**
- Contact Me at paul@paulhoyt.com
call or text: 415.997.8001
- www.SchedulePaul.com

mindset

methods

momentum



Paul Hoyt's "Office Hours" Series



THE **Awakened** CEO System

Office Hours

mindset

methods

momentum

