DIAGRAM 1. **THE MINDSET MODEL**
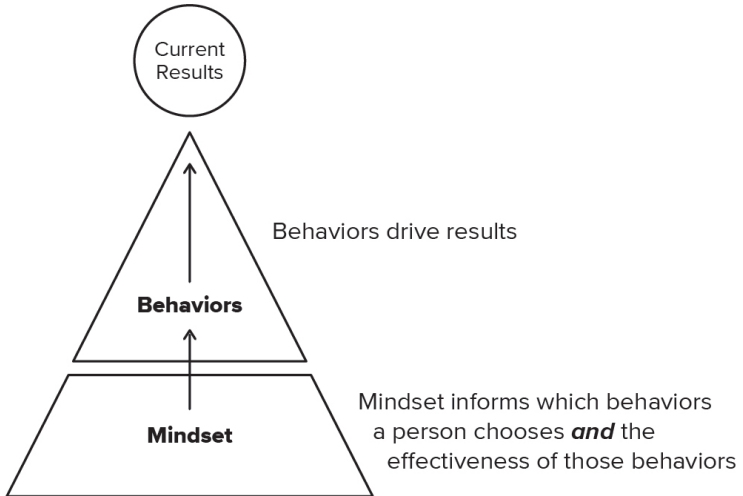

Current Results

Behaviors drive results

Behaviors

Mindset informs which behaviors
a person chooses *and* the
effectiveness of those behaviors

Mindset

DIAGRAM 2. **THE BEHAVIOR-PUSH APPROACH**

Current
Results

Target
Results

Trying to push behavior change
without changing mindset
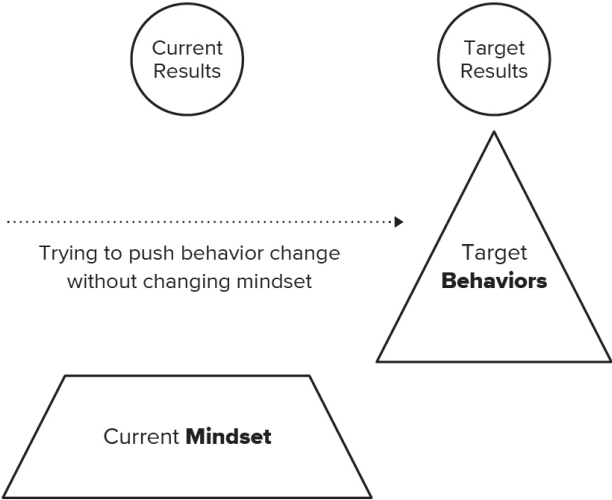
Target
Behaviors

Current **Mindset**

DIAGRAM 3. **THE LEADING-WITH-MINDSET APPROACH**
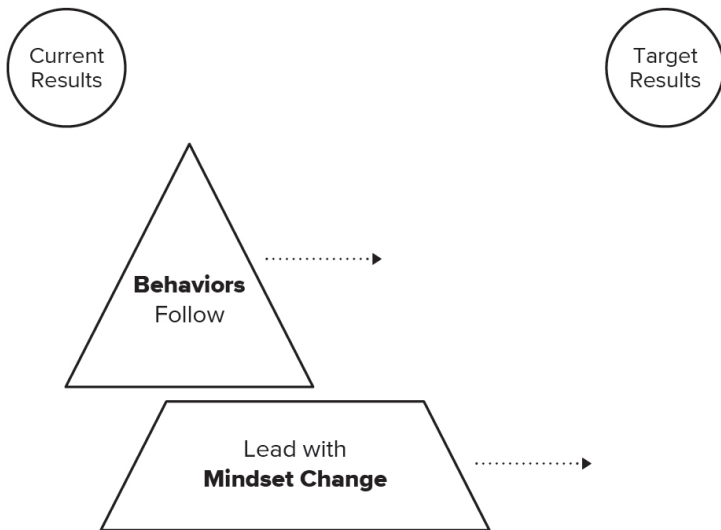
DIAGRAM 4. **TWO TYPES OF LEADERS**

Isolated Leader

Together Leader

DIAGRAM 5. **LOUISE'S TEAM**

Behaviors that protect & advance myself

Collective **Result**

Behaviors that advance the collective result

Inward Mindset

Outward Mindset

Team members before

Team members after
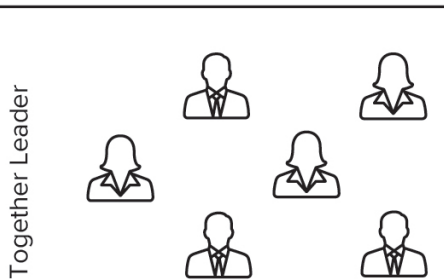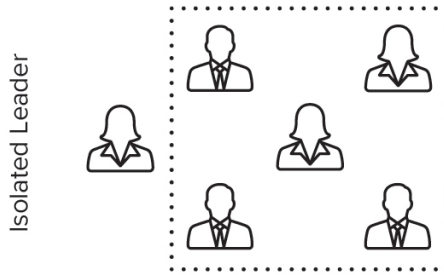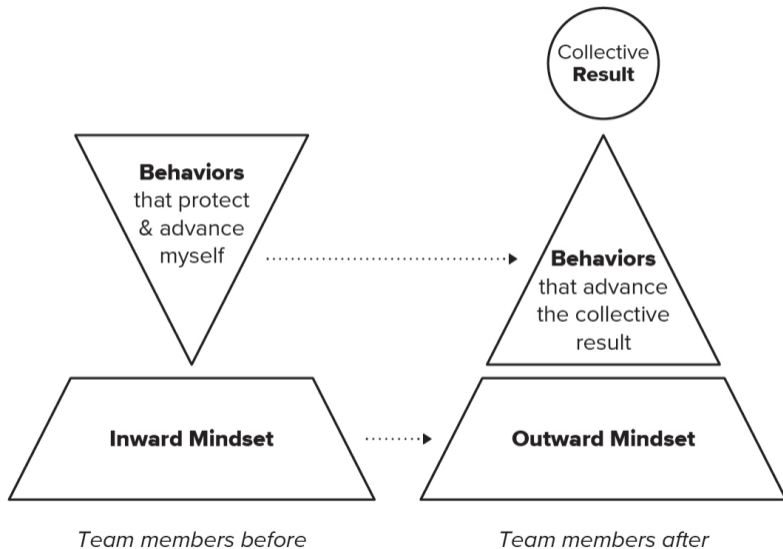
DIAGRAM 6. **THE MINDSET CONTINUUM**

0 — 10

Inward-Mindset
Organization

Outward-Mindset
Organization
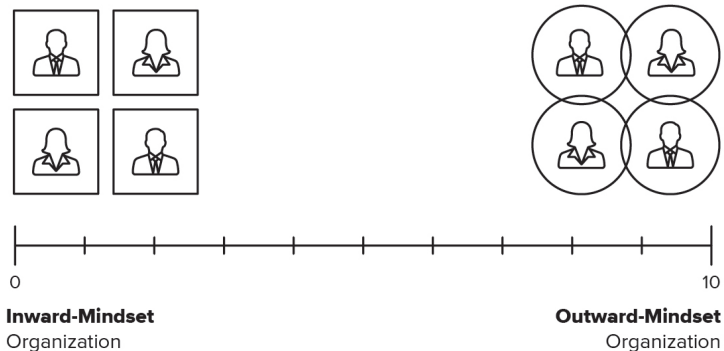
DIAGRAM 7. **THE OUTWARD MINDSET AND OTHERS**

Outward Mindset

See others as **people**

Objectives and behaviors that take others into account

Their needs, objectives, and challenges
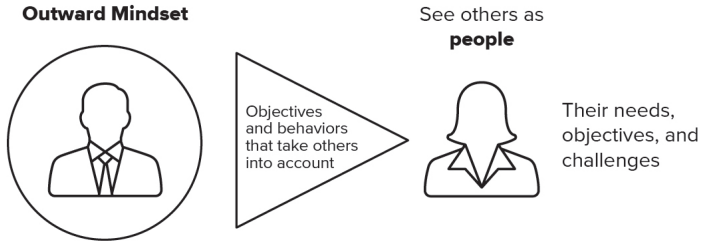
DIAGRAM 8. **THE INWARD MINDSET AND OTHERS**

Inward Mindset

See others as **objects**

Self-focused objectives and behaviors

Their needs, objectives, and challenges
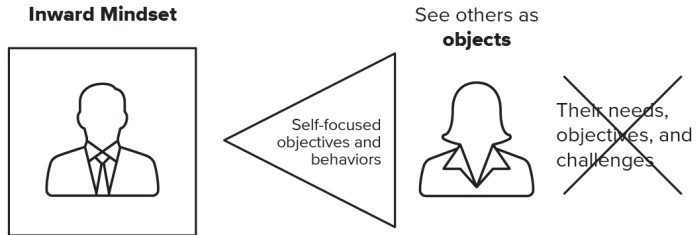
DIAGRAM 9. **THE INWARD MINDSET AT WORK**
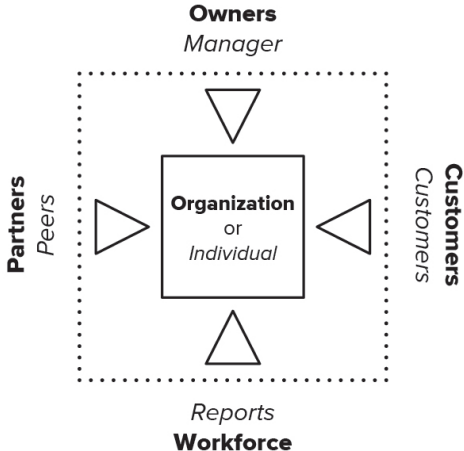
DIAGRAM 10. **THE "OUTWARDLY NICE" INWARD-MINDSET STYLE**
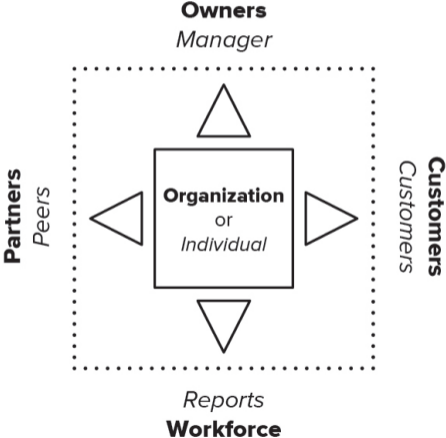
DIAGRAM 11. **THE OUTWARD MINDSET AT WORK**

needs, objectives, challenges

Owners
Manager

needs, objectives, challenges

Customers
Customers

Partners
Peers

needs, objectives, challenges

Organization
or
Individual

Reports
Workforce

needs, objectives, challenges

DIAGRAM 12. **THE OUTWARD-MINDSET PATTERN**
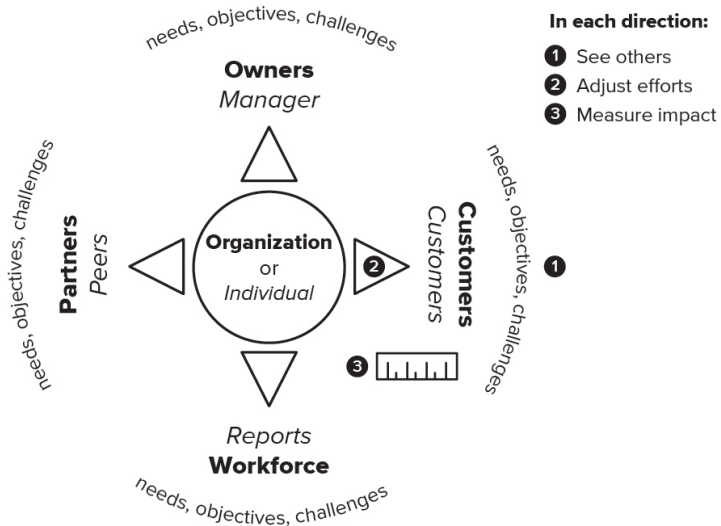
DIAGRAM 13. **THE OUTWARD-MINDSET PROJECT**
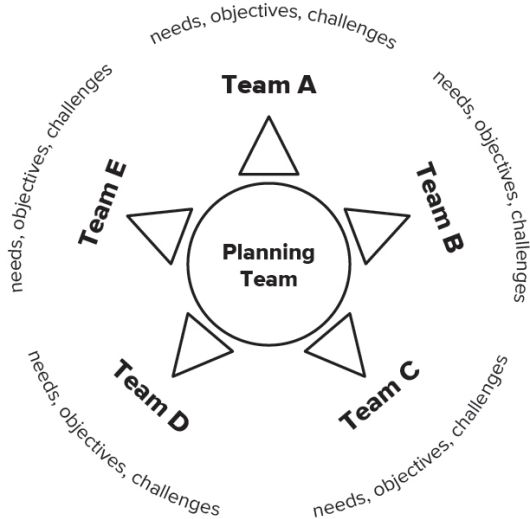
DIAGRAM 14. **THE MOST IMPORTANT MOVE**

Inward Mindset

Me

Inward Mindset

Another

Outward Mindset

Me

Inward Mindset

Another
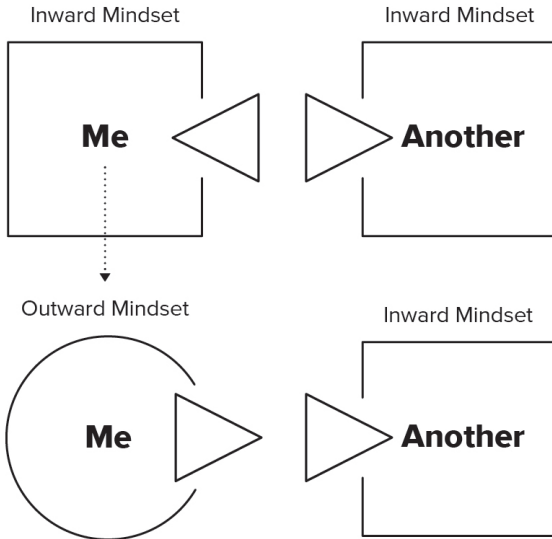
DIAGRAM 15. **THE OUTWARD MINDSET AT WORK**

needs, objectives, challenges

Owners
Manager

needs, objectives, challenges

Partners
Peers

Organization
or
Individual

Customers
Customers

needs, objectives, challenges

Reports
Workforce

needs, objectives, challenges

DIAGRAM 16. **THE OUTWARD-MINDSET PATTERN FOR AN INDIVIDUAL**

needs, objectives, challenges

Manager

needs, objectives, challenges

Peers

Individual

Customers

Reports

needs, objectives, challenges

needs, objectives, challenges

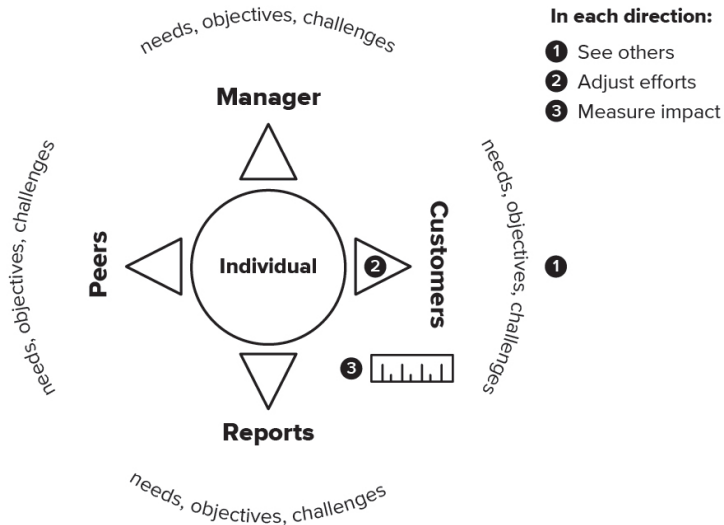**In each direction:**
1. See others
2. Adjust efforts
3. Measure impact

DIAGRAM 17. THE OUTWARD-MINDSET PATTERN FOR AN ORGANIZATION