

Invest in mindset. Invest in leadership.

In today's rapidly changing world, adaptive leadership is essential for success. This requires the ability to flex and 'see' situations and challenges through a wider range of perspectives, to access more possibilities. Mindset development helps leaders grow the range of leadership mindsets they can access, giving them more mental models to draw on, enhancing their effectiveness.

Mindset by the numbers.

To better understand the factors that enable effective leadership, we have built and analyzed a dataset from our work with leaders over the past decade. This includes quantitative and qualitative data from over 100,000 leaders, including 3 million answers to coaching questions and 400,000 written reflections. Our analysis shows that leaders who access a wider range of mindsets are not just better leaders in theory; they are more effective in practice. Here's how:

Clearer, More Purposeful Plans

Leaders who can access a wider range of mindsets are significantly more likely to create and communicate clear, purposeful plans with expected outcomes.

up to
29%
more likely



to outline a clear strategy and purpose when planning actions.

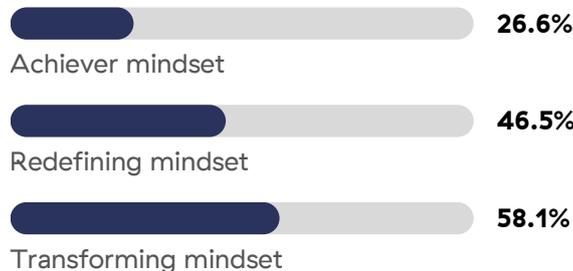
Greater Leadership Competencies

These leaders are rated more highly on average by others across five key leadership competencies.

- +9.3% results
- +8.7% people
- +8.5% change
- +7.7% character
- +7.5% capability

Adaptive Approaches to Challenges

They are more likely to use adaptive, rather than purely technical, approaches to challenges.



Increased Self-Awareness

Leaders who can access a wider range of mindsets are less likely to overrate their own leadership competencies and have between **5.7% and 21.3% greater** self-awareness around how they are perceived across the 5 leadership competencies highlighted.

51.4%

of people accessing Diplomat, Expert or Achiever mindsets improve their scores, widening their range of mindsets, over the course of a program

A path forward.

Our research demonstrates that development experiences grounded in vertical development approaches actively promote mindset growth. By investing in mindset development, you are investing in the future of your leaders and your organization.