



# The Six Attributes of a Leadership Mindset

FLEXIBILITY OF MIND

MINDFULNESS

RESILIENCE

GENUINE CURIOSITY

CREATING LEADERS

ENTERPRISE THINKING

Joe Britto



## *The Six Attributes of a Leadership Mindset*

Written by Joe Britto – founder of Innate Leaders, a mindset and management consultancy – *The Six Attributes of a Leadership Mindset* prompts leaders to shift their thinking and effect real, meaningful and self-sustainable change as they work to address the challenges in their groups and organizations.

[Innate Leaders](#) has a strong, global track record of working with a range of major organizations, such as NASA, Microsoft, Coca-Cola, Bayer, and Lockheed Martin (to name a few). The book outlines why any successful long-term sustainable change begins with a shift in mindset.

Joe says: “We take that idea into our consulting, where we develop and embed the six attributes© – mindfulness, genuine curiosity, flexibility of mind, resilience, creating leaders, and enterprise thinking – in a two-stage process that helps your people think differently.

First, we develop a leadership mindset, then we work with teams to apply that shift in thinking to the real-world business challenges the team or organization faces.

The result is a self-sustainable solution to the challenge. And because the shift in mindset stays with your business, our interactive and practical approach allows your teams to solve the challenges of today as well as tomorrow.

The six attributes© have many applications, including building cohesive leadership teams, strategy development and implementation, change management, leadership development, and solving unique business challenges.

All our work is designed around your challenges and goals. And we deliver in a way that works for you – in person, through video conferencing, or a combination of the two.”

Here, with our compliments, is a sneak peek into the pages of *The Six Attributes of a Leadership Mindset*, and the treasures it contains ...

## Chapter 1: Mindfulness

How does mindfulness relate to a leadership mindset? Mindfulness provides clarity of mind and allows for astute observations and informed decisions. The benefits of mindfulness as a leader is that it allows us to move beyond reacting and allows us to start anticipating. And that's not possible if we lack the ability to see the situation unbiased by what we think should happen or what we really want to happen. That's why this chapter offers practical insight on how to live the behaviours of mindfulness: "Self-awareness" and "seeing" – the abilities to notice how we help or hinder a situation and to understand what's happening under the surface of everyday events. Being mindful helps us to live in the "gap" between receiving information and acting on it so we can make fully conscious choices.

## Chapter 2: Genuine Curiosity

Genuine curiosity is a willingness to look at the world with fresh eyes and a mind that wants to learn, wants to be challenged, and wants to know something new. Curiosity is interested; genuine curiosity is more. It asks, "Why do we do it that way?" or, "How did we get here?" because it wants to understand. The chapter shines a light on the behaviours of genuine curiosity: asking "what if?", stating the obvious, and demonstrating generosity of spirit.

Asking what if leads us to interrogate ourselves, and helps us to see whether we're doing what's best or what's easy. Stating the obvious liberates us because it allows us to name the elephants in the room. There are two obstacles to genuine curiosity: a world view that makes it difficult to step outside of our frame of reference and see things for what they are, and an expert's mind that inhibits our ability to see situations with fresh eyes.

The by-product of genuine curiosity is that we get an insight into whatever situation we find ourselves in and whatever we're trying to achieve. Genuine curiosity is a hand placed firmly on our back that pushes us out of the doors of our comfort zones.

## Chapter 3: Flexibility of Mind

At its core, flexibility of mind is the ability to pivot our thinking quickly. Flexibility of mind flexes to accommodate barriers and challenges. It can be operationalised in a three-step process that begins with recognizing that we could be wrong. From that foundation bigger ideas can appear as we let go of a set way of

thinking. Finally, flexibility of mind can easily combine bigger ideas to develop a revolutionary idea.

Flexibility of mind matters because it's about having the mental dexterity to pivot our thinking quickly. The essence of flexibility of mind is a willingness to change our approach as we adapt to the information the world is sending us.

## Chapter 4: Resilience

Without putting too fine a point on it, anyone can keep marching forward when everything's going their way. To keep going when the outcome is in doubt, when we keep getting turned down, when our last chance has passed us by again; that's the definition of resilience and it's what makes the difference.

Resilience is about more than saying "Yes, you can!", visioning, living your passion, or making plans to reach a goal. Even if we do follow our passion, we will inevitably get knocked back at some point. If knock-backs lead to us telling ourselves to move on to something else, then being told to keep following our passion isn't going to help. Resilience is often demonstrated in our darkest moments. Late at night, all alone, with a problem in our lap and energies failing, resilience is choosing to live its behaviours.

Bouncebackability, or our willingness to rebound from a setback, is about finding a point of control and is just one of the behaviours of resilience the chapter explores. Along with discipline and keeping our eyes on the prize, it's what allows us to get up each day and persevere. Among other ideas, the chapter also shows how Socratic questioning helps us overcome self-limiting beliefs and grow resilience.

## Chapter 5: Creating Leaders

A leader who creates leaders of others understands that though getting the task done is important, it's not the biggest opportunity. That leader understands that they can use their experience and skill to not just teach someone something, but to help others lead too. Those "enlightened leaders" operate that way because they see every interaction as a chance to grow a leader.

This chapter uncovers three leadership worldviews: task, teach, and create. Depending on our world view, we'll focus on completing the task, on teaching people, or on creating leaders. All three are valid. And all three are needed at different times.

The chapter introduces empowerment as the by-product of involvement, not as a goal unto itself, and sets about highlighting how to grow leaders by asking questions informed by a loose hypothesis. It creates empowered people because helping people to think for themselves positions them for leadership in the future. The behaviours of creating leaders are empowering others and positioning others for leadership.

## Chapter 6: Enterprise Thinking

Enterprise thinking is a way of working where we work not in the best interests of ourselves or our teams, but to actively pursue coordinated efforts across business areas and functions to act in the best interests of a business' customers while achieving its strategic goals.

What's at the core of all enterprise thinking is what we see as the enterprise. So although we all naturally engage in enterprise thinking – thinking about a bigger unit beyond ourselves – that doesn't mean we all regard the same unit as the enterprise. What we consider to be the enterprise determines how we interact and, crucially, whose interests we promote.

At its core, a leadership mindset is a broad world view. In business, the broadest possible view is of the wider enterprise. Creating leaders, flexing our thinking, being curious: all these attributes draw on our willingness to look beyond our immediate world and see how it fits into a wider context.

### Next Steps ...

With the help of stories, challenges and a great sense of humour, Joe Britto reveals the real gift of the six attributes: that as we grow our mindsets and develop positive behaviours, we can lead ourselves and our organizations to better outcomes.

You can explore more of Joe's ideas surrounding *The Six Attributes of a Leadership Mindset*, and [Innate Leaders](#) as an organization, by visiting [www.sixattributes.com](http://www.sixattributes.com) – or visit [www.sixattributes.com/six-attributes-profile](http://www.sixattributes.com/six-attributes-profile) to see where you might stand embodying the six attributes.

# We can find a different way of leading by developing a different way of thinking.

In this insightful handbook, Joe Britto shines a spotlight on the qualities and behaviours that embody a leadership mindset and inspires leaders to step out of their comfort zone as they take on the challenges faced by their teams and organizations.

With the help of engaging stories, practical challenges, and an acute sense of humour, Joe guides you through six key attributes of leadership – flexibility of mind, mindfulness, resilience, genuine curiosity, creating leaders, and enterprise thinking – and explores in detail how you can bring them to life both within and beyond the workplace.

In doing so, he reveals the real gift of a leadership mindset: that as we grow our mindset and cultivate positive behaviours, we can lead ourselves and our teams to better outcomes and nurture the leadership capacities of others.

Suitable for both established and emerging leaders.



*The Six Attributes of a Leadership Mindset* provides an intriguing and exciting new dimension to the journey of leadership.

Neville Pritchard, founder of People in Flow Ltd

I would definitely recommend this book to anyone who is interested in enhancing their leadership mindset.

Zena Knight, Director, Advanced Behavioural Capabilities Ltd

Not only grounded in solid research and the author's rich experience, but also brought to life with inspiring stories and practical exercises.

Dr Jean-Claude Pierre, CEO, Scott Bader Group

An engaging book of great relevance to anyone with responsibility for leading others.

Dave Harris, Business Director, Independent Thinking Ltd, author and education consultant



As founder of Innate Leaders – and as a psychological coach, management consultant, and writer – Joe Britto has worked with a wide range of entrepreneurs and leadership teams across the non-profit, public, and private sectors. His grounding in experiential learning, along with his studies in literary theory and psychological coaching, has allowed him to create a unique methodology that has successfully facilitated sustainable results. [www.sixattributes.com](http://www.sixattributes.com)



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