



Mindsets

I seldom get asked to participate in a Q & A when I finish speaking. However, a recent client booked me contingent on answering questions for thirty minutes after my presentation. They chose the topic of *Detour: Developing The Mindset to Navigate Life's Turns* because they wanted a speech focused on change.

Without hesitation, when my keynote speech ended, a gentleman raised his hand and asked, "Exactly what is a mindset, and what determines it?" While the majority of my presentation centered on change, I was delighted to be asked a question that would allow me to expand on why I used the word mindset in the subtitle of my book.

Keep in mind that numerous words are used to define the term mindset. However, most people who have an opinion on the subject agree that mindset is a fixed outlook that determines how people respond to situations.

A mindset can change what you notice, what options you think of, which options you choose and what meanings you place on observations you see.

Just like fixed expenses and variable costs make up your budget, talent and hard work are necessary to create success. Most people believe that aptitude and ability are unchanging qualities; hence, their reliance on them outweighs the need to cultivate them. When people begin to think that talent alone is responsible for success, they limit their thinking and develop a fixed mindset. Every day we wake up we need to prepare ourselves for work or other daily activities by taking a mental shower. Many of our boundaries are self-induced and, therefore, surmountable. Significant accomplishments are achieved when a person develops given abilities through hard work and dedication.

We live in an external world, and we are conditioned to value and prioritize things that are external from us. We celebrate fame, victory and fortune while we criticize failure and pity those who don't display the accepted indicators of success. These seem like rational perspectives in our society, and many see them as healthy forces that drive higher levels of achievement. The reality is that these forces are driving down our levels of happiness.

A Growth Mindset

How we react to failure is an excellent example of why early childhood development and social-emotional learning is so essential. Children need to be exposed to a growth mindset and develop a healthy perspective of success and failure.

With a fixed mindset, failing is seen in the light of what has been lost or not achieved and as an example of our inadequacy. With a growth mindset, failure is viewed as an opportunity to learn from the attempt and gain a new perspective from experience.

Ever attended a children's activity such as baseball, soccer or a dance competition and distinguished what mindset is being encouraged? We sign our children up for a recreational activity with a fixed mindset. By continually striving for external recognition Mom and Dad, we find ourselves deceiving others and distracting ourselves from who they indeed are.

Later in life, we measure our worth based on external demonstrations of success and achievement. Our emotions are connected to fleeting symbols of societal status.

We must focus our effort and energy on a continuous state of becoming and turn our attention inward. This will lead to ever-growing self-knowledge that is the foundation of authenticity.

The Right Mindset

Athletes jeopardize their careers by taking performance-enhancing drugs to gain an edge, while investors risk legal consequences by capitalizing on inside information for the same reason. The “win at all costs” mentality has created criminals out of good people and enemies of those who could be friends. Even worse, it has guided us to focus on external successes over individual growth.

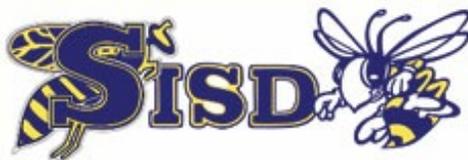
Competition is a great thing because it can motivate and inspire us to our highest levels of performance and growth. However, stop comparing yourself to external ideals in your job, your body, the people you associate with and the fortunes you amass. Wake up with an appreciation for your life, seeking to learn and grow each day with people you enjoy being around, and doing work and activities that create the foundation of true fulfillment.

Connecting our value to a fixed mindset is irrational because the meaningless validation we may gain will never bring us lasting satisfaction. By adopting a growth mindset, we can start living the authentic lives we were meant to live.

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"I knew what I was getting - a passionate individual who truly cares about the audience he is sharing with on any given day. It's a delight to watch him interact with staff before, during and after his presentation. His message always hits the exact mark that I want it to with staff. So how did our afternoon go? A standing ovation for Steve."

– Dr. Marlin Berry, Superintendent of Schools, Rogers, Arkansas

"Mr. Gilliland was a pure joy to hear. I can honestly say that I have never enjoyed anyone more."

– Betsy Basil, Union County School District

"In all of my almost twenty years as an educator, your talk with was by far the best I have ever heard. Not once did I yawn, squirm, daydream or wish I was somewhere else. Thanks for your encouragement and edification."

– Edith White, Union County School District



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LOOKING AHEAD...

Steve's September 2018 Schedule

- 6 - Covington, IN
- 11 - Cedar Rapids, IA
- 12 - Portland, ME
- 14 - Savannah, GA
- 15 - Chicago, IL
- 17 - Miramar Beach, FL

- 18 - Mississippi State, MS
- 19 - Denver, CO
- 20 - McHenry, MD
- 21 - State College, PA
- 24 - Oakbrook Terrace, IL
- 25 - Pinehurst, NC
- 26 - Aurora, CO
- 27 - Greenville, NC
- 29 - French Lick, IN

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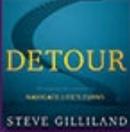
STEVE GILLILAND, CSP, CPAE, is a member of the Speaker Hall of Fame, an honor bestowed on fewer than 240 speakers worldwide since 1977. Recognized as a master storyteller and brilliant comedian, he can be heard daily on SiriusXM Radio's Laugh USA and Jeff & Larry's Comedy Roundup. Whether he is kicking off an event, speaking at a luncheon or closing a convention, Steve's entertaining and inspirational style will cause people to examine where they are personally and professionally. It lifts people up and inspires them to evolve and appreciate rather than simply maintain and exist.

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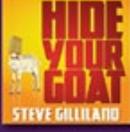
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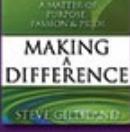
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