



# Mindset Strategies @ Work

Anchoring Powerful Positive Mindset for High Performance @ Work

**Sivakumar Palaniappan**

Are you going mad in this world of technological progress and large-scale automation? Are you worried about the changing workplace that's often churning out jobs? Are you under the constant pressure of performance and productivity at work? Are you struggling to keep yourself relevant for the future of work?

Modern studies find that mindset plays an essential role in work performance. Your mindset will determine your success in the workplace.

*"If you can work on only one of your qualities to become successful, it should be your mindset."*

**"Mindset Strategies at Work"** will give you tools and methods that will prepare you as you get into the future of work and workplace. The [WCBL 4 Pillar Mindset Framework](#) will help you build a positive and productive mindset. Having a great mindset will make you better engage at work and produce better results than ever.

This little booklet is full of proven mindset practices. This is a must-read for Young Professionals, Managers and Business Leaders.

Come on, Let's start.

**Sivakumar Palaniappan**

**The Mindset Guy**



# SIVAKUMAR PALANIAPPAN

With more than two decades of work experience in some of the leading multinational tech companies, Siva is passionately into Org Development and Leadership Mindsets Consulting.

Siva's expertise and experience in both Line Departments and Human Resources brings a holistic combination of business insights and human behaviour, that instantly connects with the managers and leaders.

Siva has helped companies build a culture of leadership that transforms their managers into inspiring leaders. Siva is one of the most sought-after Consultant, Coach, Trainer, Motivator and Speaker on Leadership, Mindset, Change Management and People Transformation.

Siva works with some of the leading organisations in delivering powerful leadership strategies, building global mindsets in the process of building inspiring leaders for today and tomorrow.



# Why Mindset Matters

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Many new findings from various brain research and studies indicate that **“mindset”** plays a vital role in effective work performance. Professionals having more positive and productive mindsets are more engaged in their work, and they produce better results. Thus, understanding mindsets and learning to improve mindsets with highly proven practical strategies will open new avenues for high

Deep diving about mindset will give us more than enormous literature on growth mindset while there are many different mindsets those are vital enablers for growth. Growth mindset as a term has taken a considerable share of focus and attention.

Thanks to the widely popular work of Prof. Carol Dweck on growth mindset. The concept of the growth mindset is simplified to the extent that Dweck had to explain what it is, and it isn't. The general belief is, once people build a growth mindset, then they will be able to be massively successful.

## **“Growth mindset alone isn’t enough.”**

Having a growth mindset is undoubtedly the key to achievement, but it’s not the only thing. Along with that, it’s essential to go into the depths of other mindsets that are vital for high performance and work.

Before getting into essential mindsets for workplace performance and success, let's have a quick understanding of mindset itself. Mindset is a set of assumptions, methods, or notations held by one or more people or groups of people. It is a set of beliefs or a way of thinking that determines one's behaviour, outlook and mental attitude.

Have you ever wondered why some people thrive in their work while others struggle in spite of their talents? Research shows that it's the way they think that matters the most.

The most significant factor influencing a person's success is - mindset. It has a direct impact on your behaviour, and not the other way around. So, it's essential to get this fundamental element right.

Mindset accounts for the primary distinction between those who succeed and those who do not. And, if you are serious about achieving success in any area of your life, you must learn to master your mindsets.

Research has proven that by merely positively altering the way we think and talk about, we can change the way our brains work on a physical level. Research also has shown that by complaining all the time, we only slip into the cycle of negativity.

The power of individual perception is fundamental to how we create reality. We see what we expect to see. Our limitations and possibilities are mostly self-imposed. In organisations, they are the group mindsets that manifest in behavioural norms and that become the organisational culture.

# Four Essential Mindsets @ Work

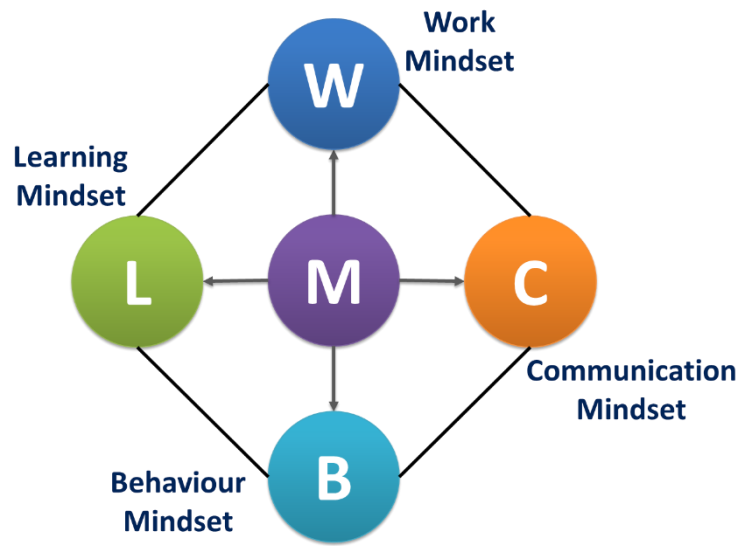
Today's professionals must wear many hats if they have to sustain and grow in their success in organisations. Based on many years of educating managers and leaders, I've found that there are four primary mindsets that professionals will need as they drive their career and organisations into the future.



**They are Work Mindset, Communication Mindset, Behaviour Mindset and Learning Mindset.**

- **Work Mindset** - Become a thorough professional with high work ethics, more profound knowledge, exceptional skills and abilities.
- **Communication Mindset** - Be an authentic and inspiring communicator allowing the information and decisions at all levels to flow freely in the organisation.
- **Behaviour Mindset** - Cultivate a positive and compassionate workplace behaviour that will enhance your interpersonal relationships.
- **Learning Mindset** - Be a continuous learner and regularly invest in enhancing your knowledge, skills, experience and wisdom.





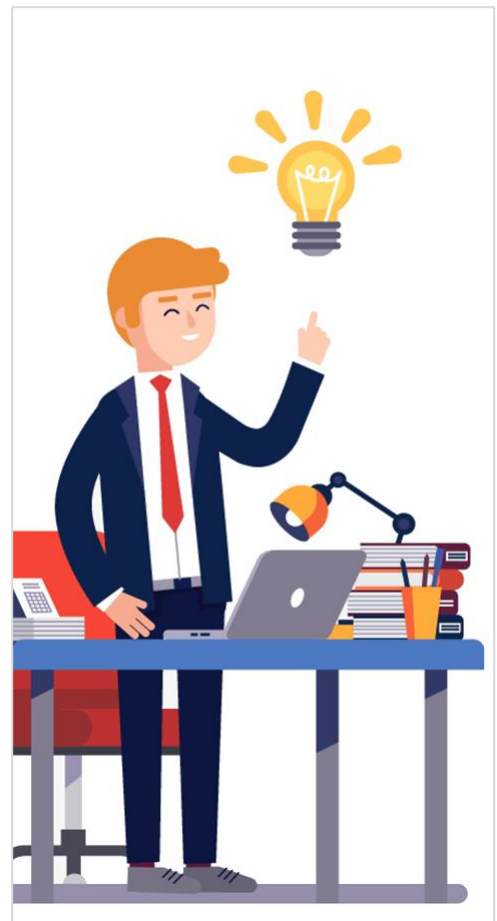
## WCBL Formula

(WCBL = **World Class Business Leader**)

## Work passionately

No one knows exactly what the future of work or business will be. Drastic changes are accelerating across too many fields. By some predictions, the future of work will be characterized by intelligent algorithms and automated robots that take over our boring tasks, while we're left with more time to be creative. **Ability to work with great passion is an essential quality for future professionals.**

- Understand the larger positive impact that, your work is having on your clients and their end consumers. Realising the larger purpose of what you do will make difference in how you do it.
- Make a point to learn something every day. Keep the learning aligned with the work that you are doing or you will be doing in the future. Build your knowledge and skills, such that you can do your current role effectively and also prepare yourself for future roles in your organisation.
- Stay positive no matter what. Work is full of targets and goals to achieve. You should never let your enthusiasm go down during challenges and failures. Today's work challenges need you to be resilient and graceful under pressure. Face the situation and ask yourself, "What's the next right thing to do"



**I love my work. I work  
with more energy and  
enthusiasm.**



## Communicate effectively

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According to statistics, 57% of employees report not being given clear directions, and 69% of managers are not comfortable communicating with the employees in general. On the other side, more than 70% of employees are not engaged at work, which means even they aren't communicating. **Ability to communicate effectively is an essential quality for future professionals.**

- Your ability to understand others and feel what another person is feeling from deep within is Empathy. Empathy is an important ability for because it improves your capacity to communicate with others, to be part of a team, and to better your leadership skills.
- We often think that communication is talking. We interrupt, advise, judge, analyse, criticize, argue, moralize, threaten, divert, etc. But good communication requires good listening as well as talking.
- Most of our communication problems are due to lack of clarity in communication. Be it in work place or in family, we say something and others understand something. Effective communication starts with being clear in your own mind about what you want to say. Be clear when you deliver the message, saying it slowly and patiently. Make sure that the other person hears the message that you spoke.



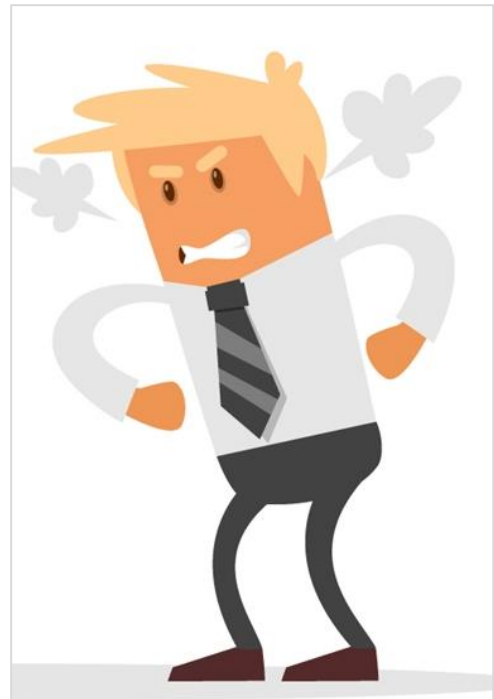
**As professionals, we can shift the energy in our work environment by using the right kinds of powerful and empowering words**



## Behave appropriately

Employees under stress for various reasons like heavy workload or frequent interpersonal conflicts at work are more likely to disengage morally, and they exhibit counterproductive work behaviours. It also comes from their value system, culture and upbringing. **Ability to behave appropriately passion is an essential quality for future professionals.**

- Practice rigorous self-discipline at work by being highly organised on your tasks, reporting on time, self-driving efforts and its consequent results.
- Minimise the need for supervisory intervention and managerial follow ups. Take ownership and get things done much ahead of time.
- Your temperament, mood and feelings impact everything from your ability to think, make effective decisions to the level of your creativity and ability to work well with others. Be emotionally intelligent and improve your interpersonal relationships.
- When you arrive at work with a happy frame of mind with a positive attitude, you will tend to be more creative and cohesive with your team members. So, stay happy at work.
- Ensure that you always conduct yourselves professionally in the organisation.



**Some of the most common behaviour problems in work place today are bullying, verbal aggression, gossiping, withdrawal, harassing etc.**

## Learn continuously

According to McKinsey, between more than 600 million regular jobs will be gone by 2030. A version of them might remain, but as technologies like artificial intelligence and automation gain momentum, it's safe to say we've reached a breaking point around the kind of work we do. It is s becoming more and more essential to further expanding our skill-set in response to the changing business environment. **Ability to learn continuously is an essential quality for future professionals.**

- Continuous learning is the concept of constant skill and knowledge development in response to changes in the workplace.
- Professionals with high learning mindset value the process and challenge of learning new things more. People with high levels of ability still need to practice, persevere and change their strategies to achieve outstanding results. Hence learning becomes an essential process to sustain and grow.
- You are responsible for your own learning and career growth. When you own the learning, it sticks with you for long.
- Have clear learning goals, set measurable learning milestones and get hands on into the learning process. Unless firmly follow a learning routine, you will not learn in this world of distractions.



**Professionals in today's business and technology context must redevelop their skills every 8 to 12 months.**

I love hearing from people. 😊😊😊

Write to me at [siva@sivaspeaks.com](mailto:siva@sivaspeaks.com) and introduce yourself.

I sincerely take time to personally reply all emails.

In fact, I got some of my best professional friends and clients through emails.

I love connecting with people, knowing them better and build long term relationships. **I am just an EMAIL away.** Write to me to get some best possible inputs, suggestions and references on building Leadership Mindsets in your team.

As a passionate Educator, Facilitator and Speaker on **“Mindsets”**, I am fondly called as **“The Mindset Guy”** by my friends, colleagues and clients.

I am truly obsessed with researching, learning, understanding and sharing how Human Mindsets work and how it impacts today’s Professionals and our Organisations.

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The Mindset Guy



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