What’s So Painful That We Need To Have Fun?

• 1 in 2 employees have left a job “to get away from their manager”
• 56% of American workers claim their boss is mildly or highly toxic
• 75% of Americans say their “boss is the most stressful part of their workday.”
• BUT: People stay in toxic situations when they are engaged in “high meaning” work.

• Excerpts from https://hbr.org/2018/09/what-to-do-when-you-have-a-bad-boss
The Controller & The Can’t Decider
Waterfall Release Trains
- Merging Slow With Fast Doesn’t Work
We Need More Velocity!
## A Cause: Fixed vs Growth Mindset

<table>
<thead>
<tr>
<th>Fixed Mindset    (Command &amp; Control Leaders)</th>
<th>Growth Mindset      (Lean-Agile Servant Leaders)</th>
</tr>
</thead>
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### Fixed Mindset
- **Ability is Static**
- **Avoid Challenges**
- **Gives Up Easily**
- **Fruitless Waste of Time**
- **Avoids & Ignores Criticism**
- **Threatened By It**

### Growth Mindset
- **Ability**
- **Challenges**
- **Obstacles**
- **Effort**
- **“Negative” feedback**
- **Success of Others**

**Fixed Mindset**:
- **Fixed** mindset leaders tend to see abilities as static and unchangeable.
- They avoid challenges, give up easily, see fruitless waste of time, avoid and ignore criticism, and are threatened by the success of others.

**Growth Mindset**:
- **Growth** mindset leaders see abilities as malleable and changeable.
- They embrace challenges, persist, see effort as necessary for growth, seek out and learn from criticism, and are inspired by the success of others.
Command & Control leadership occurs due to how leaders view the world. Command & Control leaders are driven by lack of trust, fear of failure, and a need to "be in control." These leaders can be coached to perceive the world differently and therefore shift behavior. "MRI of the Mind" - ELI Assessment
iPEC SCOPE App - free on Android and iPhone
A Process for Aligning Leaders With Mission: Values Determination, Alignment, and Linking

How can you be yourself if you don’t know yourself?

The Demartini Value Determination Process:
The most powerful doorway to self-clarity.
Your first step to empowerment.

It’s free. Take action today! www.drdemartini.com/values
Where My Leadership Coaching Journey Began: 3 Captains, 1 Ship - Dramatically Different Outcomes

USS Boulder (LST-1190)

Me (circa 1988)

Me (circa 1989)
Thank You!

Peter Jessen
SAFe Transformation & Executive Mindset Coach
Results-Driven Thinking, LLC.