



## LEADERSHIP 360

The Growth Mindset Leadership 360 assessment developed by Skip Bowman builds on the latest research and thinking on high-performance global leadership in the 21st century. The levels of creativity, collaboration and change needed by the future of work, not to mention the disruption that digitalization will bring to almost all jobs, require a new standard in leadership. At Microsoft, Growth Mindset has driven an amazing business and organizational turnaround. The Leadership 360 assesses your leadership against this new standard.

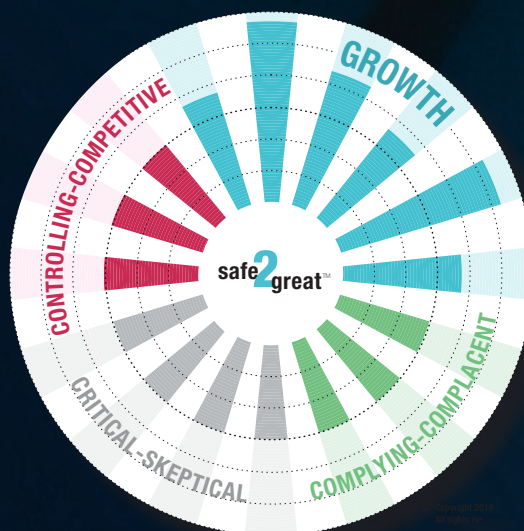
Leaders at all levels face the challenge of creating a growth mindset in their teams and organizations. You are the main role model. People follow what you do so much more than what you say. To transform your organization, you need to know how your current thinking, feeling and behaving is impacting your own performance and shaping the culture and behaviors of the people around you.

To achieve that, you need a 360-degree tool that maps your own thinking and feeling—your inner game, and maps how your behaviors impact others and shape their own actions—your outer game. You need a holistic approach that defines and develops strengths, and also discovers blind spots and weaknesses. You need help to crack your bad habits and leverage your healthy ones. You need a model that helps you to read the situation, the context and people quickly so you can make better choices about your words and actions.

Based on inter-personal psychology, psychological safety and growth mindset principles, the Growth Mindset Leadership 360 will identify strengths and discover counter-productive tendencies in your thinking, feeling and interacting. It will guide you to a deeper understanding of your own mindset and how this helps and hinders your own performance. And, it will indicate relevant steps for shifting your mindset and creating a more effective and

GROWTH  
MINDSET

SAFE  
MINDSET



- focus
- effectiveness
- collaboration

- conflict
- complacency
- cover-up

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growth-oriented impact on others. With your certified Growth 360 coach, you will be able to set personal change agendas and turn them into healthy and powerful habits that stick even when you are managing critical situations.

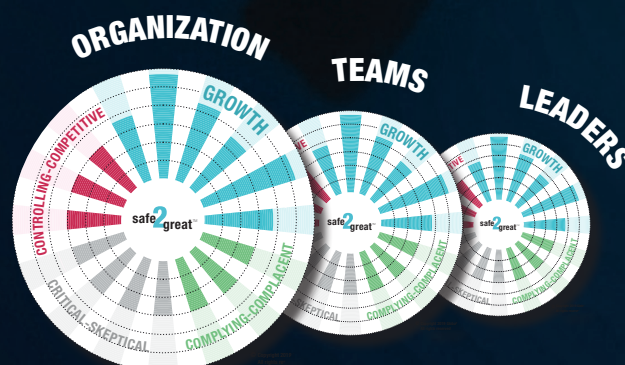
Your Growth Mindset Leadership 360 will provide important insights into whether you are creating the optimal balance in challenge and support for your team. It will assess your mental safety level, i.e., how much of your thinking is self-handicapping or self-actualizing. It will reveal your current conflict management styles and how you can improve your ability to manage performance and change. The report also includes specific information about how to improve relationships with peers, direct reports and your manager. Finally, you will get an assessment of your leadership effectiveness compared to our global sample of leaders.

*Leaders with a Growth Mindset create better results and improve the sustainability of their teams and the planet.*

The Growth Mindset Leadership 360 is part of the Safe2Great™ suite of assessment tools that integrates leadership, team and organizational culture assessments into one powerful system. With these tools, you can map and track how leadership behaviors shape and change team and company cultures. Whether you want to map where your mindset is right now, or how it has changed in response to your development initiatives, the Safe2Great™ development system provides a robust, scientific and scalable approach to putting Growth Mindset to work in your organization. And, you can become certified in all or some of the tools to use in your organization or business.

**Contact us at [hi@safe2great.com](mailto:hi@safe2great.com) to hear how, where and when Growth Mindset assessment tools can help you and your organization.**

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