

The Four Foundational Mindsets:

Indicators vs. Obstacles

Our research surveyed leaders across the U.S., Canada, U.K., and beyond to understand the mindsets that drive impactful leadership in the face of chaos and uncertainty. We identified four key mindsets: growth, inclusive, agile, and enterprise.



99%

of leaders agree these four mindsets are comprehensive or somewhat comprehensive for effective leadership. However, our research uncovered a critical gap: while leaders understand what great leadership requires, fear and systemic barriers consistently stand in their way.

46%

ranked growth mindset as the #1 priority, yet fear of failure remains the biggest obstacle. Leaders want to innovate, include diverse voices, move with agility, and think enterprise-wide—but struggle to do so under pressure.

So how do you know if you've mastered these mindsets? And what stands in the way?

MINDSET	INDICATOR	OBSTACLE
Growth	New ideas and creative thinking are encouraged. Team members learn from setbacks and apply lessons to move forward.	Fear of failure holds leaders back. The pressure to always have the right answers prevents vulnerability and experimentation.
Inclusive	Everyone feels a sense of belonging and psychological safety. People speak up and engage in healthy debate.	Fear of saying the wrong thing and prioritizing tasks over people. Leaders struggle with uncomfortable but necessary conversations.
Agile	Teams are empowered to make decisions without waiting for permission. People embrace change, even late in an effort.	Resistance to changing established ways of working. Rigid systems and risk aversion prevent quick adaptation.
Enterprise	A "win as a team" mentality exists across all functions and levels. Decisions consider the broader organizational impact.	Individual and team success take priority over shared outcomes. Competing priorities and pressure for quick wins overshadow collective thinking.

These four mindsets are critical for the success of your leaders. Discover the proven strategies and training that make them possible. Download our latest research report now and start transforming your leadership approach today!

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