



MINDSETS OF SUCCESSFUL UBTs

LEVEL 4
TOOLS

High-performing



UBTs are all about evolving how you think

The following table shows different mindsets that can help or hinder your UBT's success.

Mindsets that Get in the Way of Achieving Transformation & Success	Mindsets that Enable Us to Achieve Transformation & Success
<p>Self Mentality</p> <p>"I work to maximize the results I produce as an <i>individual</i>. So, I place my own interests above my UBT team's interests."</p>	<p>Team Mentality</p> <p>"I prioritize the results of my UBT team above my own results. So, I feel connected to our shared purpose."</p>
<p>Focus on process, minimize risk</p> <p>"I need to make sure that the organization and I are never at risk, so I spend a lot of time following the right process, painstakingly detailing every aspect of the process to make sure the organization and I are not at risk."</p>	<p>Focus on results, manage risks</p> <p>"In every interaction, I focus on producing the result needed while managing an appropriate level of risk."</p>
<p>Control others</p> <p>"I try to control the process others in the UBT follow and the results others produce in my interaction with them. I prefer <i>not</i> to address trust issues, so I compensate by managing details."</p>	<p>Trust others</p> <p>"I trust the people in my UBT and engage in interactions that help me build trust when it's not at the right level."</p>
<p>Perfection</p> <p>"It is more valuable to spend time analyzing situations than to take action quickly. I need permission to progress on this."</p>	<p>Action</p> <p>"There are always productive actions I can take, even before all the related questions are fully answered. I am empowered to help make things happen in my UBT."</p>
<p>Can't do - Permission</p> <p>"This is why it can't work."</p>	<p>Can do – Empowerment</p> <p>"This is how we can make it happen."</p>