



# ADAPTIVE MINDSET®

## Unlocking Personal Agility®



### One-Day Course

#### AUDIENCE

Managerial, Sales & Universal

#### ASSESSMENTS AVAILABLE

Adaptive Mindset for Agility®  
Multi-rater Profile

#### USE

TRACOM's Unlocking Personal Agility course addresses the barriers and biases that limit our ability to think and act with agility and innovation. It teaches us to achieve positive change.



#### PRODUCT DESCRIPTION

**TRACOM's Unlocking Personal Agility** is a unique one-day course to help develop both individual and organizational agility. It teaches participants about the cognitive biases that hold us back and includes specific strategies to overcome them. This course is built on the latest in neuroscience and experimental psychology, but is highly interactive and experiential, leading to a personal transformation in both thinking and action. It includes multi-rater feedback through the Adaptive Mindset for Agility Profile Report, so participants get a full understanding of their current Agility strengths and weaknesses as well as direction to develop those skills.

#### OVERCOMING OUR ANCHORED MINDSET

People are creatures of habit. 98% of our thoughts are the same day after day. Our brains aren't naturally wired to create and embrace change.

Fortunately we can retrain our brains to be more agile. Consider how agility makes a difference in the workplace:

- A manager engages her entire team to challenge the status quo, finding new ways of operating and increasing customer satisfaction. She then energizes other teams to expand the initiative throughout the company.
- A salesperson recognizes a change in the supply chain that creates an opportunity for his largest customer. These insights improve the customer's business while increasing his own sales.
- The leader of a project implementation team identifies previously unforeseen pitfalls facing the project and collaboratively develops solutions, reducing the risk for long-term success.

This course is ideal for anyone looking to bring creativity and new ways of operating into their workplace. It's especially valuable for:

- Managers
- Sales professionals
- Teams



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## THE PARTICIPANT PACKAGE INCLUDES

- Participant Workbook •
- Agility Journey Worksheet •
- Adaptive Mindset for Agility®
- Multi-rater Profile Report

## Unlocking Personal Agility®

## ADMINISTRATIVE TOOLS FOR COURSE DELIVERY

Facilitating this course requires certification. You may choose to certify your own staff or use TRACOM's certified instructors.

## THE ADMIN KIT INCLUDES

- Facilitator Guide • Participant Package • Resource Tools including PowerPoint Presentation, Session Evaluation Form and Participant Certificate Template • Constraints Exercise Cards

## WHAT IS SOCIAL INTELLIGENCE?

Social Intelligences focuses on the three key personal success factors: Emotional Intelligence, Mindset and Behavioral Style. Through years of research and proven methodology, the TRACOM Group has helped millions of people better understand themselves and identify strategies for more positive outcomes and professional success.

TRACOM also offers SOCIAL STYLE® assessments and courses to improve interpersonal effectiveness with Behavioral Style training. TRACOM's Behavioral EQ® family of assessments and courses develop crucial emotional intelligence abilities.

Visit [tracom.com](http://tracom.com) for more information.



## One-Day Course Agenda

9:00 am	Introduction <ul style="list-style-type: none"> <li>• Welcome</li> <li>• Participant Introductions</li> </ul>
9:10	Personal Agility. Why it is Important and What Holds us Back from Being Agile <ul style="list-style-type: none"> <li>• Introduction to Anchored Mindset (vs. Agile Mindset)</li> <li>• What is Personal and Team Agility and How Malleable is it?</li> <li>• Agility Warm-Up</li> <li>• IDEA Model</li> <li>• Why does Personal Agility Matter?</li> <li>• Organizational Agility</li> </ul>
10:50	Components of Personal Agility <ul style="list-style-type: none"> <li>• Profile Report Review and Debrief</li> </ul>
11:50	Enhancing Personal Agility <ul style="list-style-type: none"> <li>• Strategies Introduction – Mindset Shift</li> </ul>
12:00 pm	<b>Lunch</b>
1:00	Enhancing Personal Agility <ul style="list-style-type: none"> <li>• Investigate           <ul style="list-style-type: none"> <li>◦ Tunnel Vision Bias</li> <li>◦ Strategy: SCREAM!</li> </ul> </li> <li>• Design - Thought Generation           <ul style="list-style-type: none"> <li>◦ Past Experience Bias</li> <li>◦ Strategy: Constrain Yourself OR Be Ridiculous</li> <li>◦ Partner Discussion</li> </ul> </li> <li>• Design - Thought Evaluation           <ul style="list-style-type: none"> <li>◦ Focusing Effect</li> <li>◦ Strategy: Define Excellence OR Distance Yourself</li> </ul> </li> <li>• Energize           <ul style="list-style-type: none"> <li>◦ Status Quo Bias</li> <li>◦ Two Systems of the Brain</li> <li>◦ Show OR Tell</li> </ul> </li> <li>• Apply           <ul style="list-style-type: none"> <li>◦ Planning Fallacy</li> <li>◦ Strategy: Conduct a Pre-Mortem</li> <li>◦ Partner Discussion</li> </ul> </li> </ul>
4:30	Tips Discussion
4:45	Session Summary
5:00 pm	Session Conclusion

## TRACOM® GROUP

THE SOCIAL INTELLIGENCE COMPANY®

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