

# 6 Mindsets for Embracing Change

## Courage



**Courage** is the ability to move out of your comfort zone and enter challenging situations to be of benefit. With courage, you balance both confidence and vulnerability.

With **confidence**, you do not shrink from the hard things of leadership or the difficult decisions. You speak up when necessary and face the inevitable confrontations.

With **vulnerability**, you admit that you don't have all the answers, you make mistakes, and allow people to see your humility and your humanity.



Courage is positively related to **well-being (EJIHPE)** and **life satisfaction**. ([Frontiers in Psychology](#))



Courage plays an important role in the **achievement of professional goals**. ([Journal of Management & Organization](#))



Courageous actions **increase leadership effectiveness**. ([Journal of Business Ethics](#))

“ COURAGE IS NOT THE ABSENCE OF FEAR, BUT THE TRIUMPH OVER IT. **Nelson Mandela** ”

## TIPS

### 1 SCHEDULE AT LEAST ONE COURAGEOUS CONVERSATION PER DAY

It can be as small as giving a kind piece of feedback. The key is that it requires a little bit of courage from you. You will know that it does if the conversation feels slightly uncomfortable. For extra impact, follow up later. Ask people how they felt about the conversation and whether it was helpful for them.

### 2 FIND THE COURAGE TO ENDURE

Leading change requires courage to face resistance when others are out of their comfort zone. It requires an understanding that just because you are able to make the leap, it may not be so easy for others to follow. When others need time and space to come onboard, tap into your courage to endure the discomfort.

### 3 GET PEER SUPPORT

When you find an issue particularly hard to confront, share it with a trusted peer. They may have a good idea, and simply sharing your difficulty with them may also help you. When we share with others, fear diminishes, and a sense of relief makes action more possible. Getting others' input will also help you broaden your perspective and make you more effective in dealing with the situation constructively.