



Adaptability and Mindset:
The keys to unlocking
outstanding performance

The Plan.

Spotlight: Background & Values

Perception

The Frameworks

Anatomy of a strength

Spotlight in action

About Spotlight.



Elite performance

Elite performers who continue to thrive can adapt to changing contexts



Distilled




People and teams need to be able to adapt



Spotlight

A personality tool to develop awareness of mindset and behaviour to help people to adapt

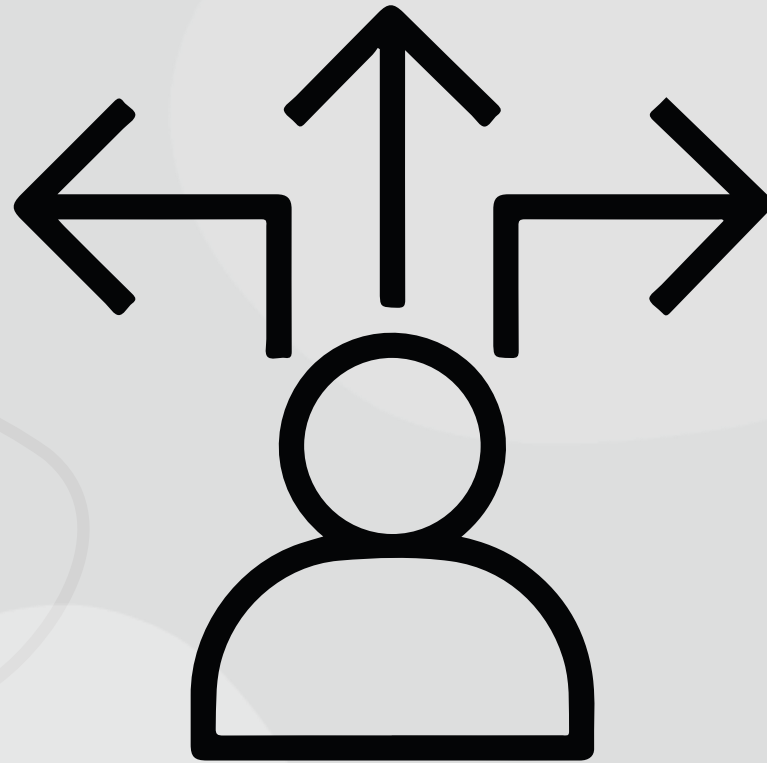
Values.

-  **Humility**
to recognise that there are other ways to view the world and that no one has the monopoly on reality.
-  **Curiosity**
to understand other view points, to learn and to grow.
-  **Tolerance**
to value our differences, amplifying these to build agile people and organisations.

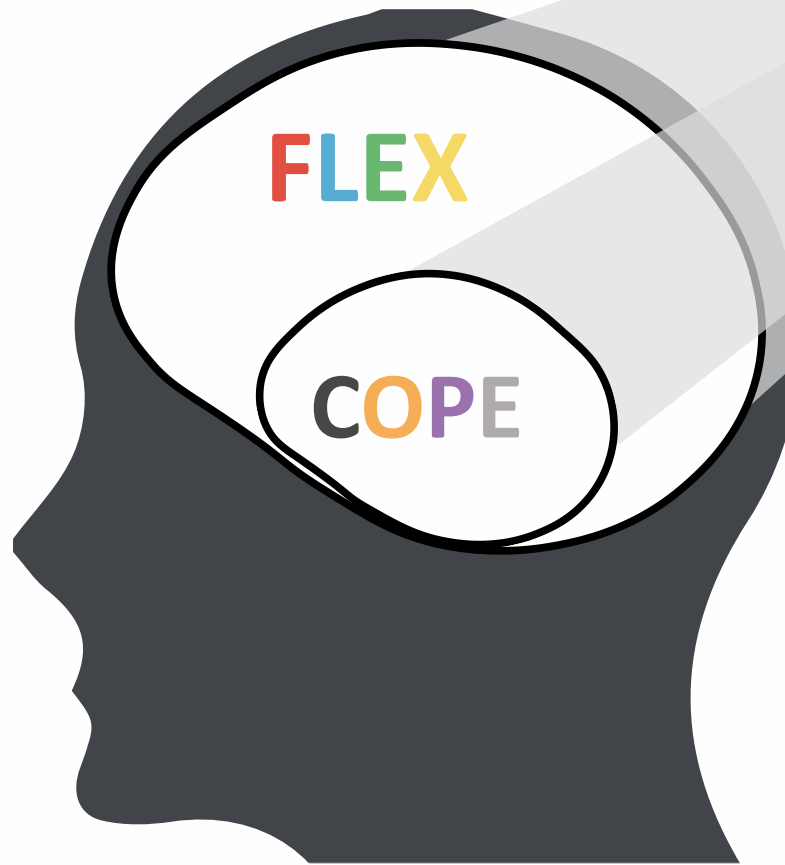
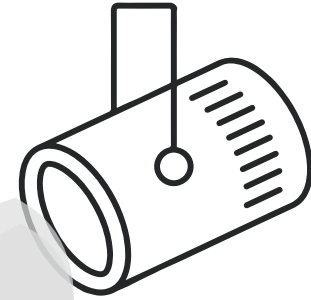
Perception.



Insight provides
choice.



The Performance Brain.



MINDSET

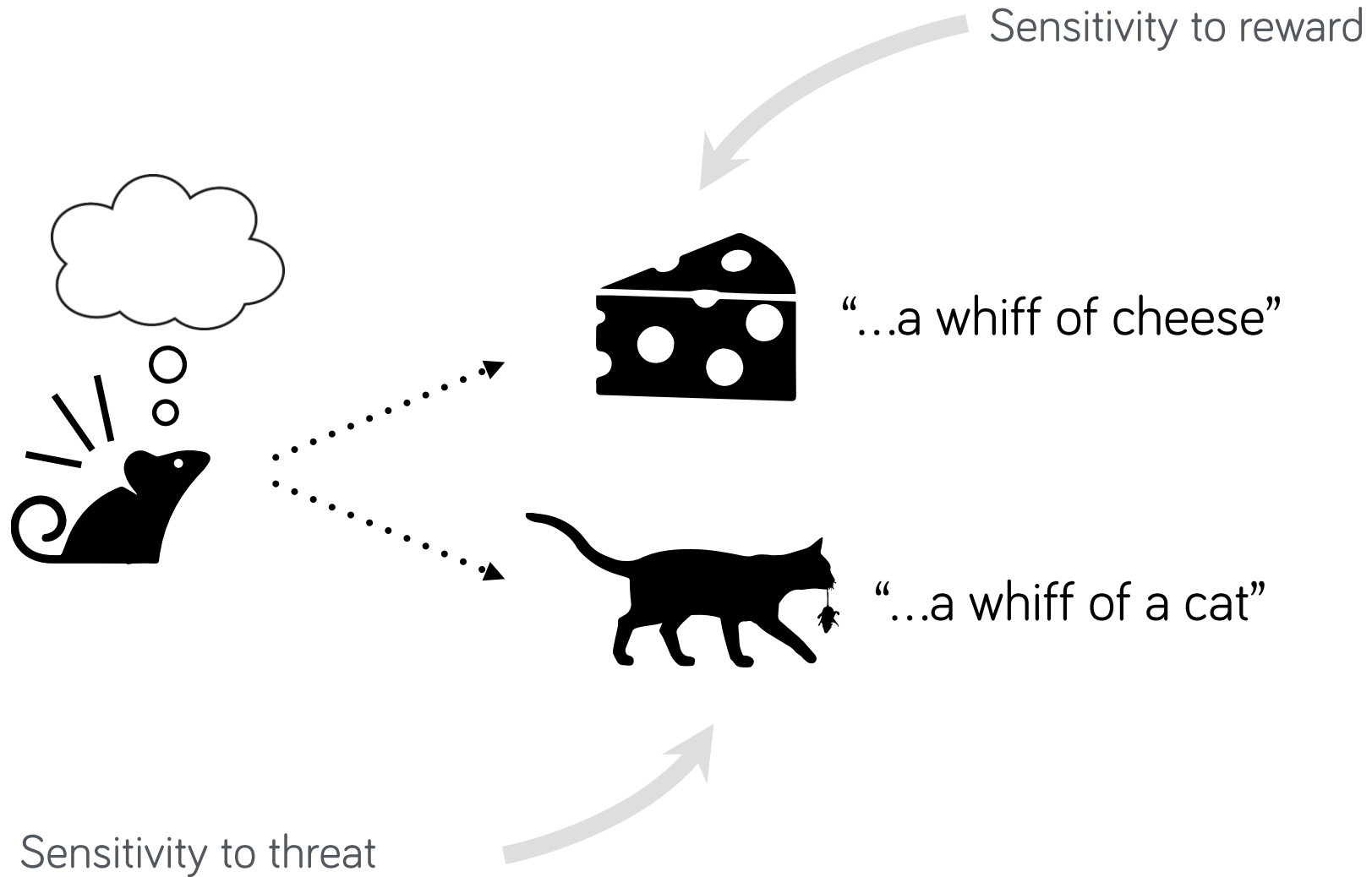
+

BEHAVIOURAL
STYLE

=

PERFORMANCE
PREFERENCE

Mindset.

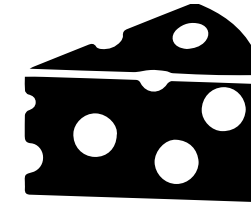


Mindset.



LOW

SENSITIVITY TO REWARD

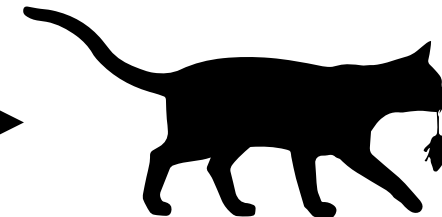


HIGH



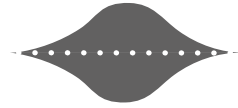
LOW

SENSITIVITY TO THREAT

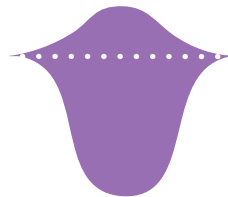


HIGH

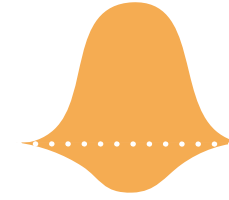
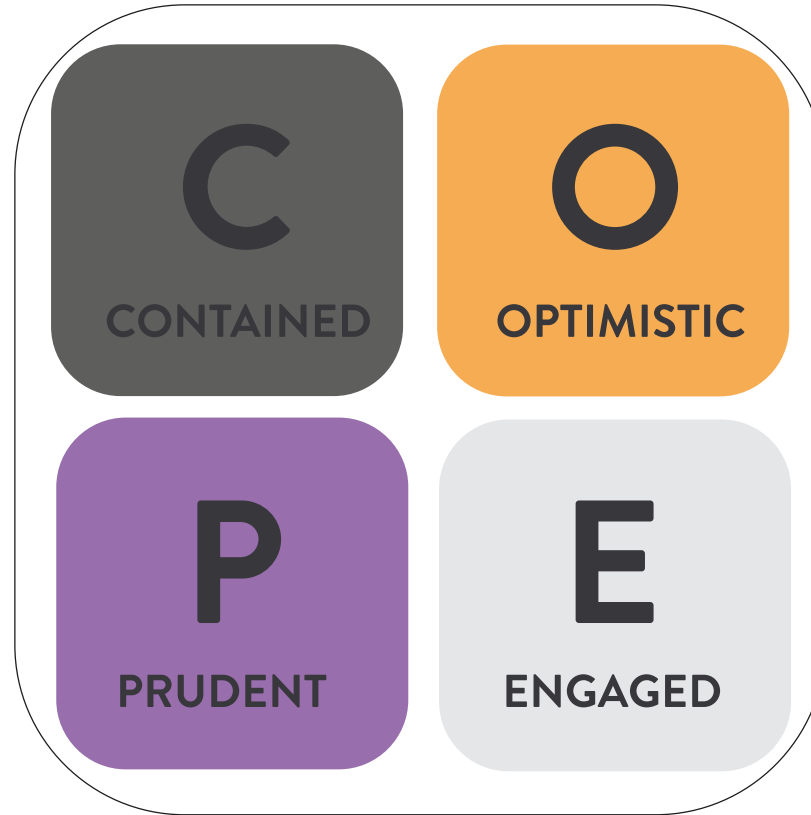
COPE.



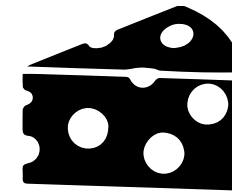
“This is the right way”



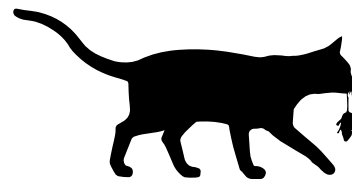
“There’s danger here
- be careful”



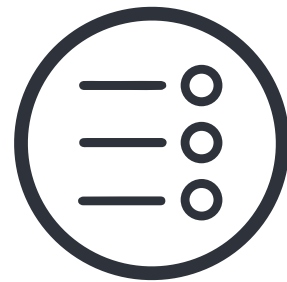
“Come on, lets go
and get it!”



“Stay alert, things
could change
quickly”

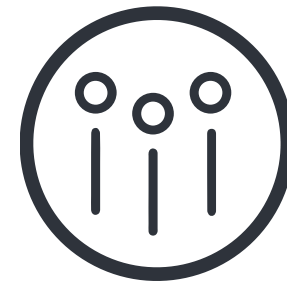


Behavioural Style.

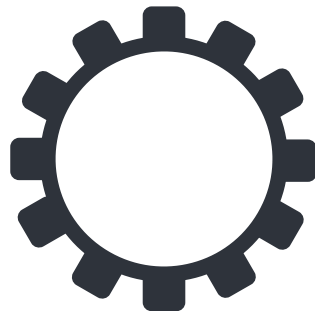


TASK

FOCUS

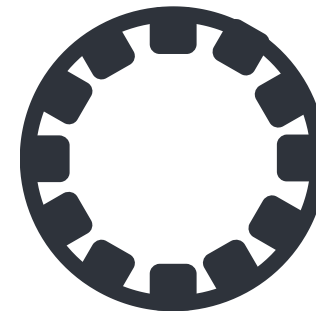


PEOPLE



EXTERNAL

DIRECTION



INTERNAL

FLEX.

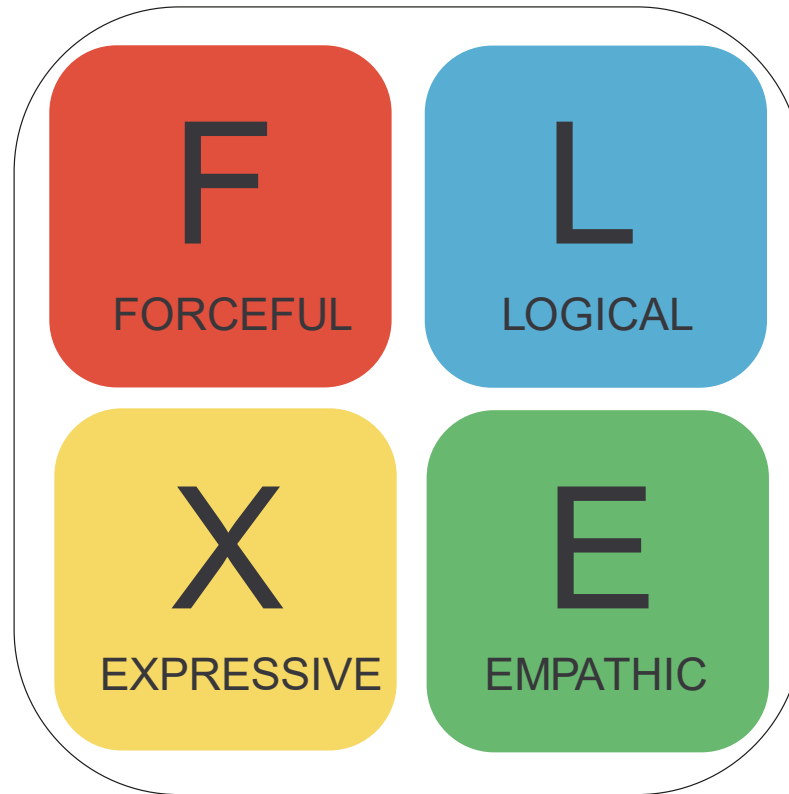
External / Task

Action oriented
Fast paced
Direct
Strong
Taking control



External / People

Connecting
Enthusiastic
Interactive
Persuasive
Outgoing



Internal / Task

Analytical
Detailed
Precise
Organised
Gaining understanding



Internal / People

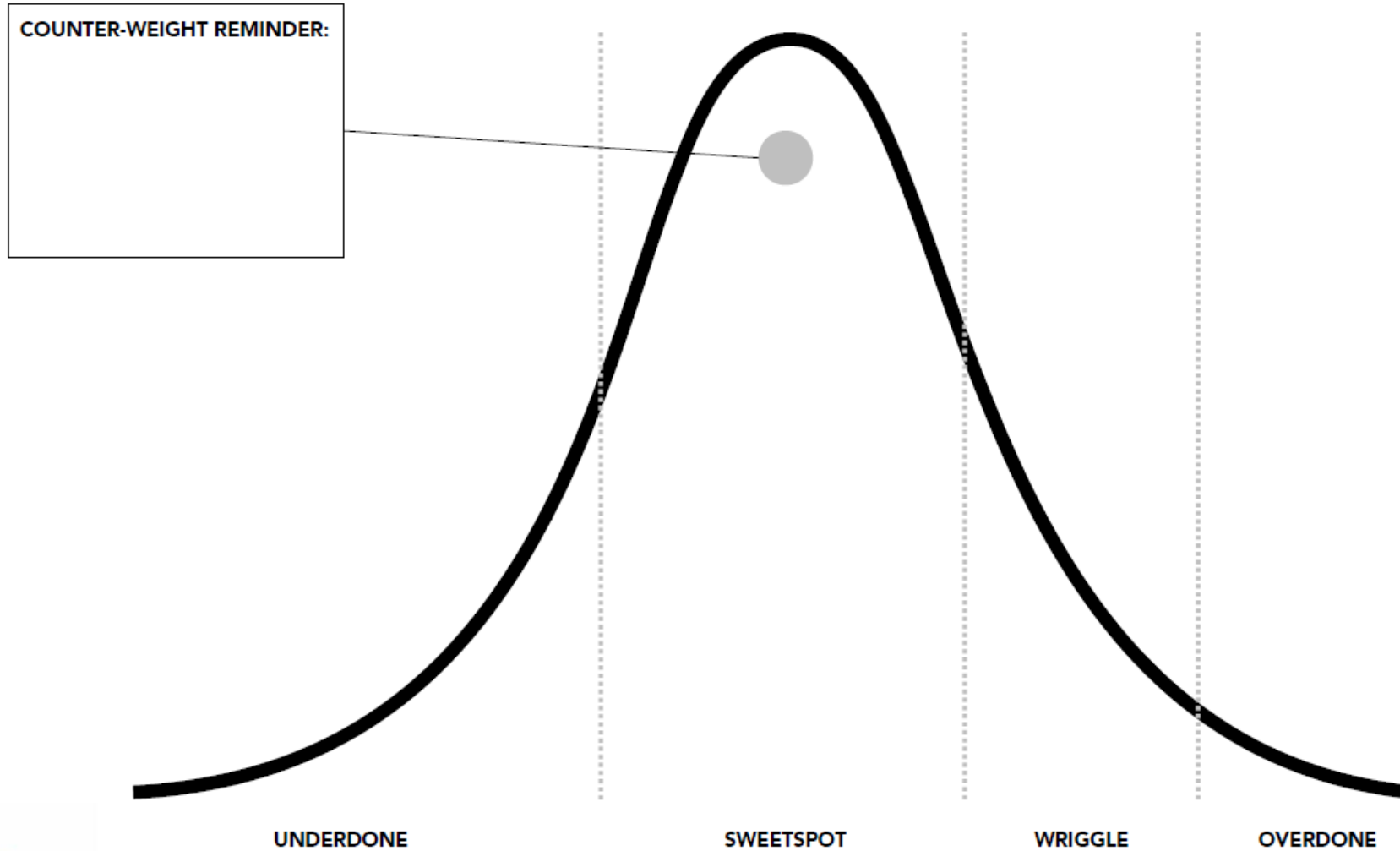
Reflective
Encouraging
Caring
Fair
Values driven



It's not about where you
are - it's about where you
can get to.



Anatomy of a Strength



Spotlight in action



Thank you!



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