

Work with an ABUNDANCE Mentality

Why this topic? I asked the leadership team on May 11, 2005, “What is your greatest challenge this week?” One of the responses was:

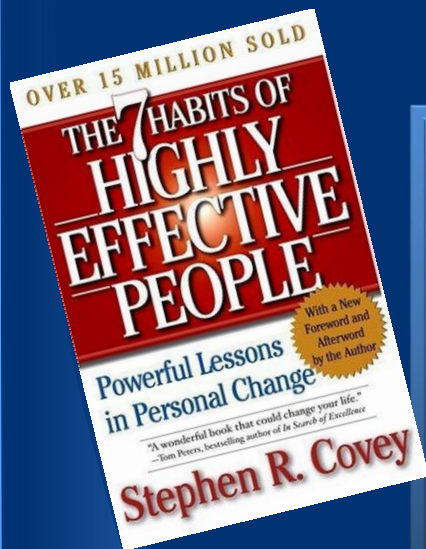
- *Find a way to reduce team jealousy. One team member doesn't want the leadership of tasks to be distributed amongst the team but at the same time, has issues delivering on current assigned tasks.*

Based on Stephen Covey's work in his book, *The 7 Habits of Highly Effective People*.

Abundance Mentality vs. Scarcity Mentality

The **Scarcity Mentality** says, “there's only so much pie to go around, and if you get some there will be less for me.”

The **Abundance Mentality** maintains that there is “more than enough”, and we can achieve more together because there is plenty to go around and everyone can enjoy the plenty that we've been given.



Work with an ABUNDANCE Mentality

Scarcity

- Staff with the **Scarcity Mentality** have a very difficult time sharing recognition and credit.
- They have a very hard time being genuinely happy for the successes of other people. It's almost as if something is being taken from them when someone else receives special recognition or windfall gain, or has success or achievement.
- They may verbally express happiness for others' success, inwardly they are eating their hearts out. Their sense of worth comes from being compared, and someone else's success, to some degree, means their failure.
- It is difficult for people with a scarcity mentality to be members of a complimentary team.

Work with an ABUNDANCE Mentality

Abundance

- Staff with an **Abundance Mentality** have a deep inner sense of personal worth and security. They believe there is plenty out there and enough to spare for everybody. This results in sharing prestige, recognition, rewards, and decision making.
- It opens possibilities, options, alternatives, and creativity.
- The abundance mentality takes personal joy, satisfaction and fulfillment... and turns it outward, appreciating the uniqueness, the inner direction, and the proactive nature of others.

Habit 4: Think Win-Win

The Seven Habits of Highly Effective People

- The abundance mentality is empowering people.
Following the 3 Don'ts:
 - Don't Compare
 - Don't Compete
 - Don't Criticize

- It recognizes the unlimited possibilities for positive interactive growth and development.
- A character rich in integrity, maturity, and the abundance mentality has a genuineness that goes far beyond technique and any success imaginable.

Work with an ABUNDANCE Mentality

Abundance Mentality:

www.flourishwithchange.com

"When people are genuinely happy at the successes of others, the pie gets larger."

Stephen Covey



SEVEN HABITS OF HIGHLY EFFECTIVE PEOPLE

EFFECTIVE PEOPLE

INEFFECTIVE PEOPLE

HABIT 4

Think Win-Win.

These people have an abundance mentality and the spirit of cooperation. They achieve effective communication and high trust levels in their Emotional Bank Accounts with others, resulting in rewarding relationships and greater power to influence.

Think Win-Lose or Lose-Win.

These people have a scarcity mentality and see life as a zero-sum game. They have ineffective communication skills and low trust levels in their Emotional Bank Accounts with others, resulting in a defensive mentality and adversarial feelings.

SCARCITY

There is never enough

Stingy with knowledge, contacts and compassion

Default to suspicion; hard to build rapport

Resent competition. Makes the pie smaller, them weaker

Ask self: How can I get by with less than expected?

Pessimistic about the future; tough times are ahead

They think small, avoiding risk

They are entitled and fearful

ABUNDANCE

There is always more where that came from

Happy to share knowledge, contacts and compassion

Default to rapport and build trust easily

Welcome competitors. Makes the pie larger, them stronger

Ask self: How can I give more than expected?

Optimistic about the future; the best is yet to come

They think big, embracing risk

They are thankful and confident

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Discuss ways to reduce team jealousy when one team member doesn't want the leadership of tasks to be distributed amongst the team but at the same time, has issues delivering on current assigned tasks.

