



Dr Kate Goodger

**The Return of the Chimp Paradox:
Changing Mindsets**

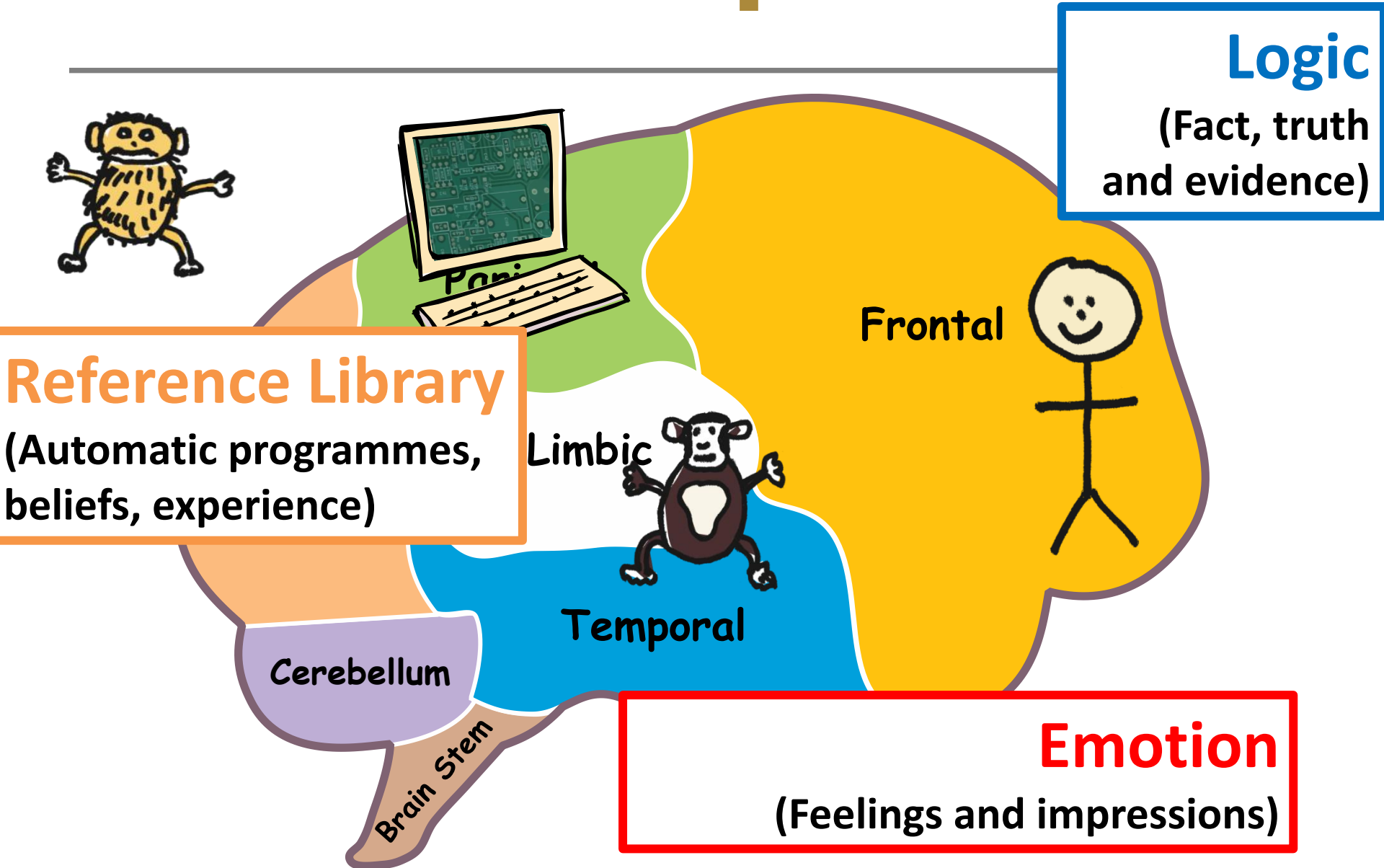
Objectives

1. Recap principles of the Chimp Model
2. To understand what a mindset is
3. To understand how to change it

What is a Mindset?

- A characteristic set of attitudes and belief
- Mindset influences us throughout the day by affecting how we interpret events, respond, make decisions and so on
- It provides a lens through which we view the world

The Chimp Model

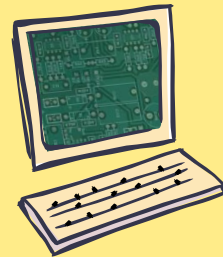


Who is in the driving seat?

Mindset 1:

Three Components to Mindset

Mindset



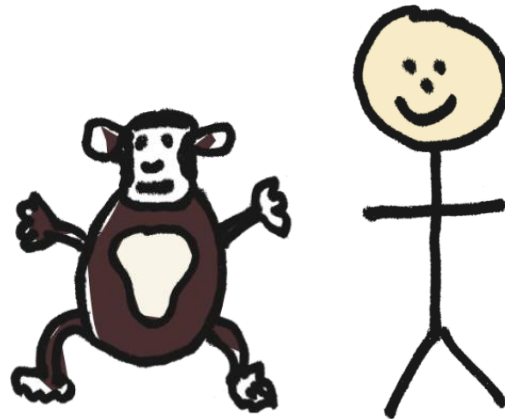
Ways of Operating and Thinking: Arriving at a Conclusion

**Emotional
Approach**

Vs

**Logical
approach**

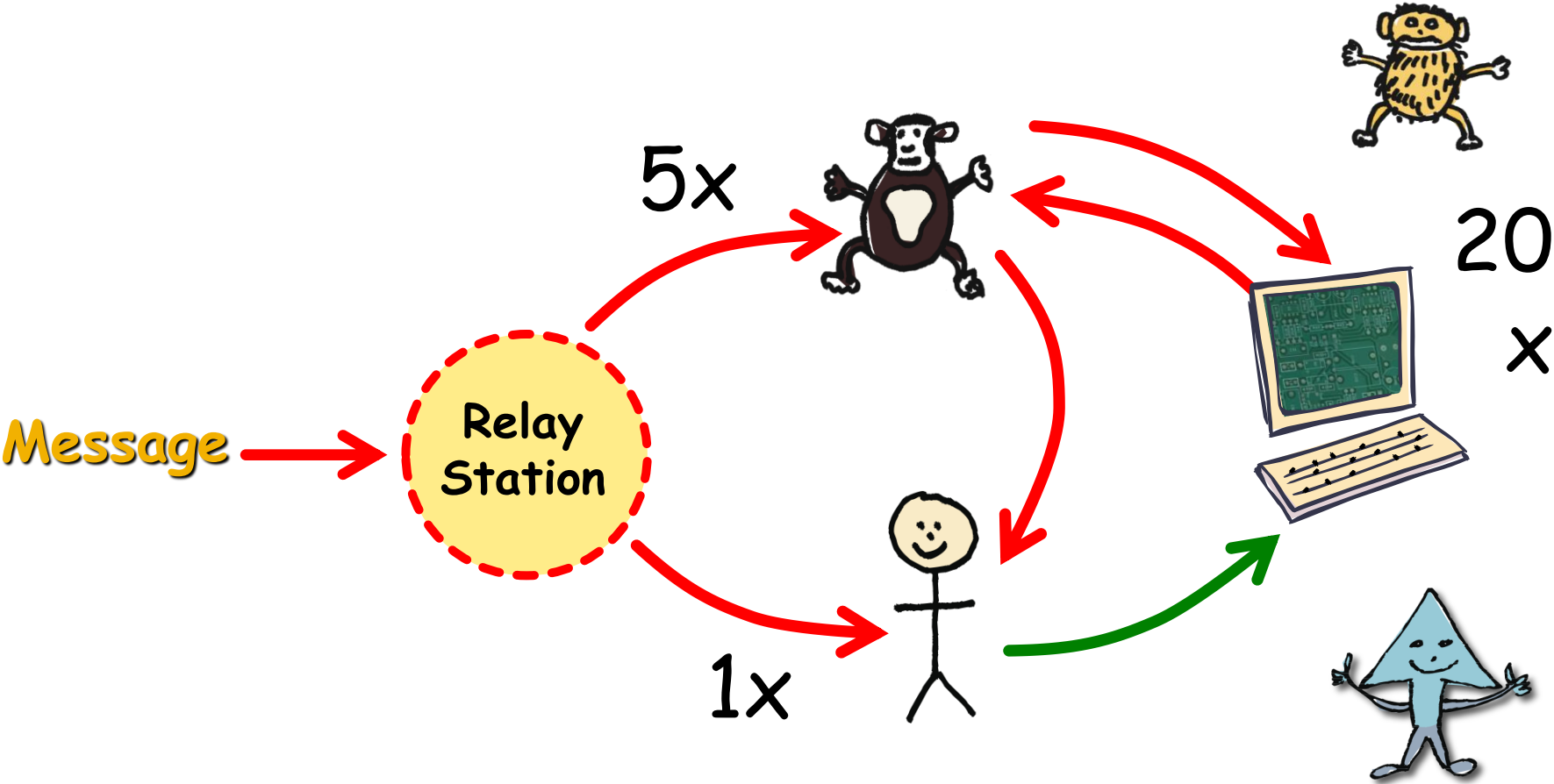
Mindset 2: **Two Thinking Brains**



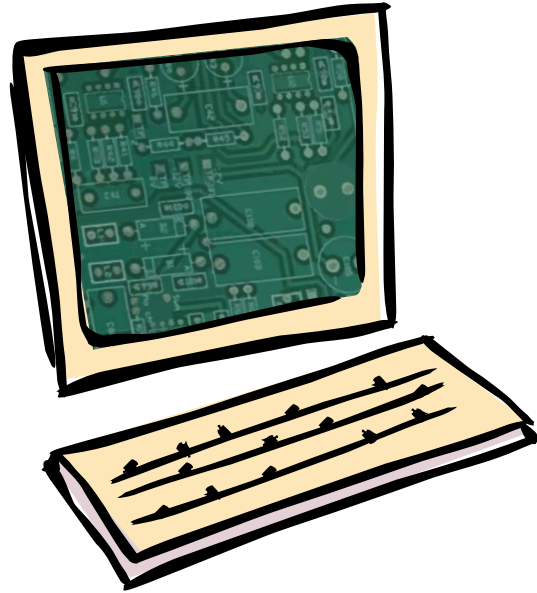
**Start with recognising
emotional responses
(the Chimp on the move)**

**How can we change our
mindset?**

Understanding the rules



Mindset 3: One guidance system (and loop hole)



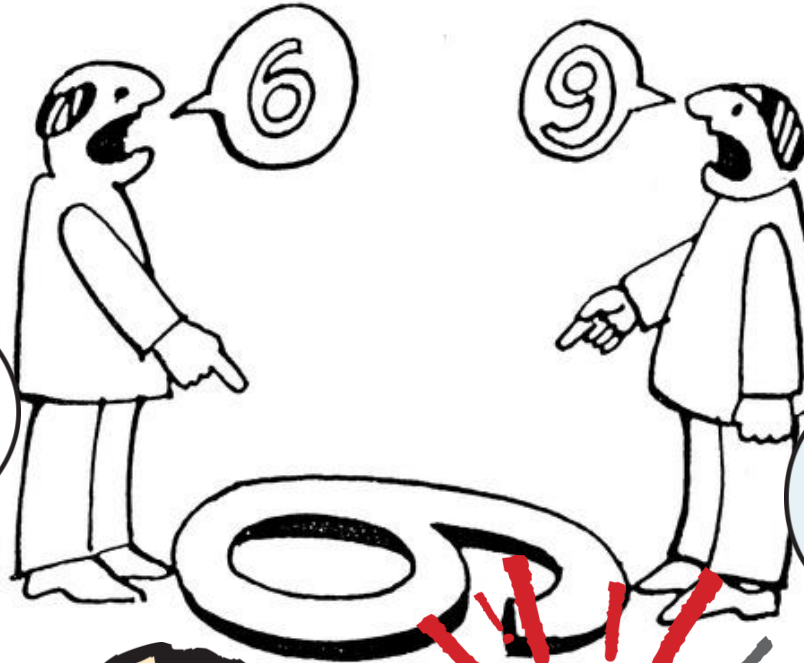
Leadership and Changing Mindsets

Successful Thinking (Mindset)

What can **I** change in my own behaviour/ beliefs?

What can I change in this **situation** to help?

How are **others** contributing to the problem and how can I help?

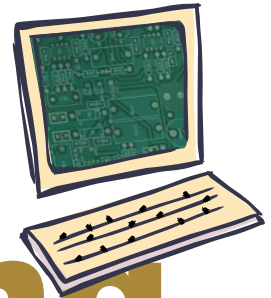


How can I get **others** to see they are the problem!

What about the **circumstances** is causing the problem and why is this so unfair?

My response is not my fault. Others or the circumstance caused me to react this way



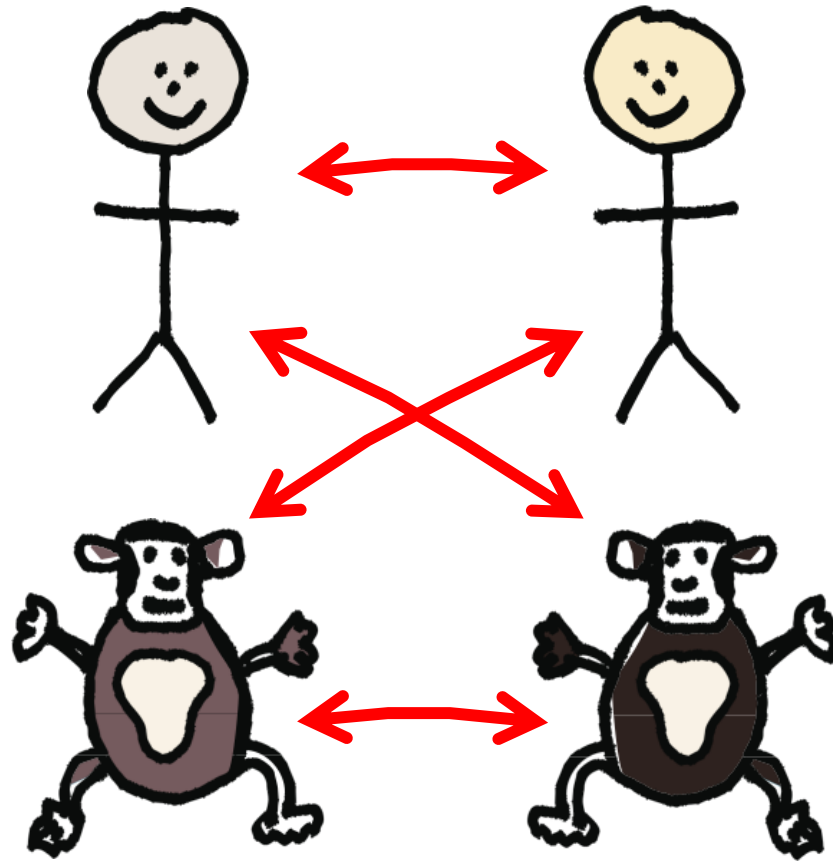


Understanding your mindset



What impact do you have on others?

4 Levels of Communication



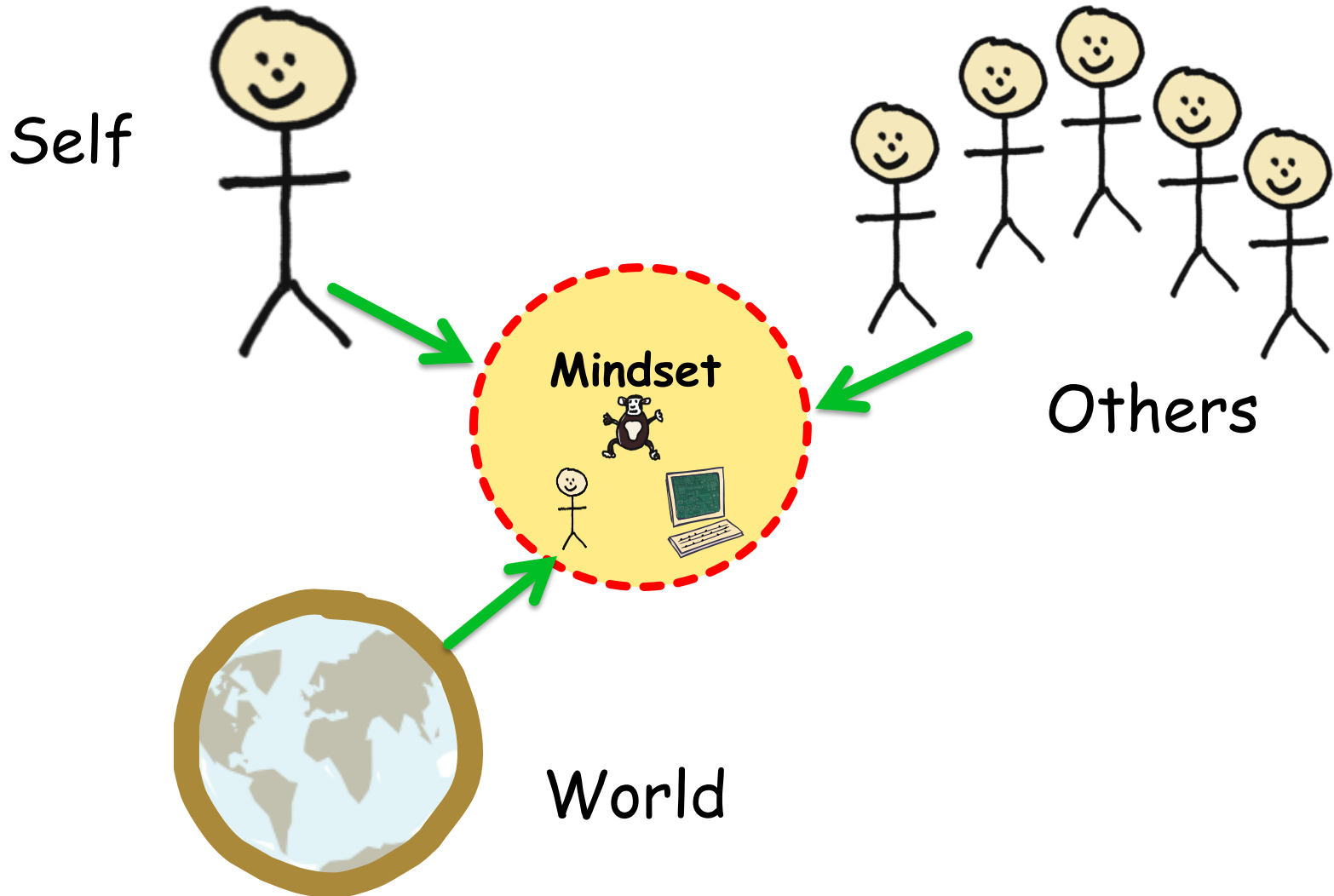
Task: Understanding your Mindset

Pick a situation you want to focus on or operate better in

- Describe your mindset in key words/phrases (Chimp/Human) in this situation.
- How would others describe your mindset (Chimp/Human) in this situation?

Understanding Mindsets in Others

Mindset



Types of Mindset

- Snow White
- Alpha Wolf
- The Dementor!

Task: Biggest Headache

Task: Understanding the headache

1. What beliefs do they have?

- Self
- Others
- World

2. What response does that evoke in you?

Task: Understanding the headache

1. What beliefs do they have?
 - Self **It's not my job**
 - Others **It's your job**
 - World **The world is being unreasonable with the demands it places on me!**

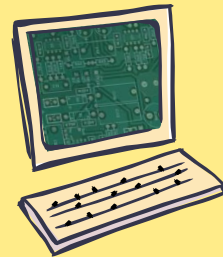
2. What response does that evoke in you?
Chimp mode and future prejudice

Changing Mindset Starts with You

- What is your mindset?
- What impact does it have on you?
- What impact does it have on others?
- How does it affect how you interact with others?
- What changes might you need to make/ or what might you have to accept in a situation?

Summary

Mindset



In Conclusion: Reality Check



Choice

