

The TP Mindset

The Attitudes, Goals &
Expectations for Success

The Mindset for Success...

Self-Leadership

With so much autonomy involved within the program, the quality of your self-leadership is imperative to your success. After all, it has been said that “the quality of your thoughts, dictate the quality of your actions. These two elements of leadership can provide really useful indicators for your own development and achievements as a virtual intern.

SELF-LEADERSHIP & SELF-MANAGEMENT

Step 1 = SELF-LEADERSHIP

Examples of this are;

- Proactive about personal and professional development.
- Seeks feedback to improve.
- Supports and champions the goals of others
- Communicates clearly when needs assistance.
- Demonstrates sound judgment when making decisions.
- Reliable, professional, team player.
- Seeks new challenges and welcomes opportunities to improve, grow and contribute.
- Handles new challenges, change and adapts easily.
- Understands impact on others of their behaviour = self-awareness.
- Sticks to commitments.
- Welcomes collaboration and ideas from others.
- Brings innovation and ideas.

Self- Leadership Continued...

Above the Line Thinking

Here's a cool model that we love at Think Pacific, we use this model in the UK office, in the Fiji office and within our team leader training program. The model is pretty simple - your thinking is either above or below the line. For example;

Ownership
Responsibility
Accountability



Blame
Denial
Justification

If your thinking is above the line, you take full responsibility for your day & everything you do. You are accountable for what happens and what doesn't happen.

Below the line thinking means you'll blame someone or something else if things don't go your way. You allow external variables to impact how you feel.

Above the line is: That's down to me, or: I'm responsible for that, or: I will try to figure that out myself first.

We believe that a key to success is getting above the line all the time, and not just when things are going well.

STEP TWO: SELF-MANAGEMENT

Examples of this;

- Knows own goals and stays on track with achieving them.
- Stays on goals regardless of distractions.
- Prioritises daily, weekly tasks consistently.
- Able to utilise existing structure and systems effectively.
- Demonstrates initiative often and finds a way to get the job done without having to be told what to do.
- Doesn't panic, controls emotions to achieve best possible outcomes

The Four Foundation of Success...

Thinking Model & Tool

Taken from Meta Dynamics, The Coaching Institute

As you explore these thinking strategies, our invitation to you is that you see them as tools to give you insights into successful thinking and planning. But of course they are not definitive, simply a helpful tool.

The model below is looking to establish ideal standards for success, BEFORE anything is done.

E - ENVIRONMENT

S – STRUCTURE (ABOVE THE LINE – WHAT MUST BE IN PLAC BEFORE WE ACT)

I - IMPLEMENTATION (BELOW THE LINE – WHAT WE ACTUALLY DO)

P – PEOPLE

Dimension #1: Environment

The Environment is the big picture - the overall purpose - of what we're doing.

It covers the qualitative aspects of what we do – the culture, the vision, the values, the standards, the mindset – and much more.

If we're clear on our purpose, we know why we're doing something, and we can see how it fits into the bigger picture. If we don't have this, we get stuck in 'task' and do lots with little clear direction, which lacks meaning.

ENVIRONMENT INCLUDES:

Vision & Goals – where we're heading

Mission – how we'll get there

Values – what we know we care about

Beliefs – what we know to be true

Attitude – what our approach is to this

Standards – the personal standards we hold ourselves to

Expectations – the standards we expect of

TP Tip; This is why goal setting is so important.

Dimension #2: Structure

The second dimension is about organisation and planning. It's the categories of experience we need to consider. It's the quantitative elements we need in place to succeed.

We must be clear on our ENVIRONMENT first. Then we move to Structure. If we don't, we get caught in details without purpose.

STRUCTURE INCLUDES:

Categories – the different areas or dimensions of what's going on

Benchmarks – knowing your targets along the way

Systems – the systems to support the achievement of targets

Operations Manuals – utilising written documentation showing the steps, policies

Templates/Checklists – ensuring checklists to allow quality implementation

TP Top Tip; An example is utilising the step-by-step guide within this document to support your success.

Dimension #3: Implementation

Implementation is what we actually do. It's the actions we take, which should be compared to the benchmarks established in STRUCTURE.

IMPLEMENTATION INCLUDES:

Actions – what we do

Engagement; how we interact with others

Decision making/Judgement – what we decide

Conversations – what we discuss with others

The ability to make changes whilst implementing is very important, this is known as behavioural flexibility.

TP Top Tip; The quality of your action project is the best indication of your implementation.

Dimension #4: People

With the ENVIRONMENT, STRUCTURE AND IMPLEMENTATION in place, ensuring we are engaging with the correct people is essential.

PEOPLE INCLUDES:

Performance – seeking feedback from mentors and peers

Support – championing others by providing feedback and validation

Connection – reaching out to others to create discussion and deepen your learning

Developing – displaying examples of developing beyond the role to fulfil one's potential

Top Tip; Utilising your mentor sessions to welcome feedback and offering support to fellow interns.

Adopting a Learning Mindset...

Module Based Learning

Before we can make an impact on an international scale, we must first focus on learning. Just like you would if you started an internship at any company or organisation, you would learn about important influencing elements. In this context, we must learn about culture, customs and what is important to the people of Fiji and its communities, to truly make an impact. Why? Because we must seek to understand, before seeking to be understood. Because if we do not adopt a learning mindset, we could be causing more harm than good. Therefore we request you adopt a 'Learning Mindset', which is an attitude that focuses; Learning, Questioning, Researching, Exploring & Improving.

If you want to learn even more about this is so important, we advise reading this book; ['Learning Service'](#).

Starting Your Think Pacific Learning Modules

Before beginning your action projects, the minimum requirement is that you complete; the introduction module and the specific internship field that you will be working within. The exciting news is...we will be giving you access to ALL the different internship fields so you can learn as much as you like. Below are the learning modules available;

- Introduction Module
- International Development
- Global Health
- Mental Health (Psychology)
- Business & Enterprise
- Marketing
- Environment
- NGO Management
- Global Education