

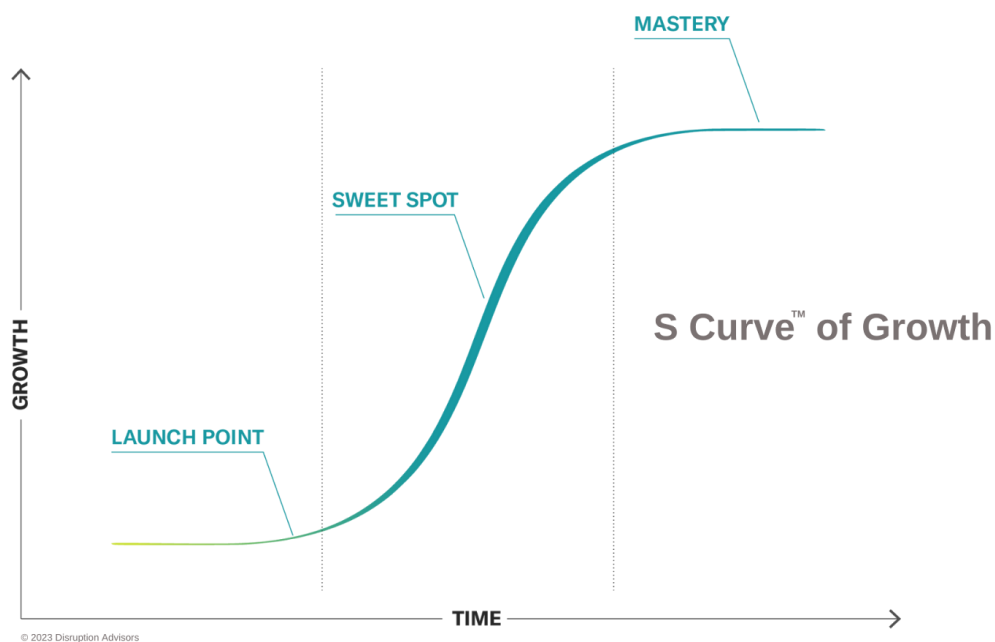
## Disrupt Yourself: The Key to Success in Uncertain Times

### Key Takeaways

- Growth is our default setting. When you understand and embrace growth, you increase your capacity to grow.
- There are characteristics and behaviors – the Accelerants - you can embrace or cultivate to jump start growth in yourself, your teams, and your organizations.
- The conditions – or Ecosystem - in which you work and live impacts your growth. Certain ecosystems are conducive to growth while others may limit or discourage growth.

### S Curve of Growth

The S Curve of Growth is an S-shaped model that maps the experience of personal growth in three phases – Launch Point, Sweet Spot, Mastery. Every new skill learned or challenge faced is its own separate S Curve.



### Seven Accelerants of Growth

The Accelerants are seven tools that can impact the progress of individuals or teams along their S Curve.

1. **Take the right risks** - Thoughtfully identifying and taking chances that allow you to grow. Taking the right kinds of risks also involves meeting needs that are not being met by others, which removes the threat of competition and allows faster rates of growth.
2. **Play to your distinctive strengths** - Aligning what you do well with the opportunities available. When you recognize, value, and leverage your distinctive strengths, you are able to reach your goals in less time.

3. **Embrace constraints** - Acknowledging limits and restrictions are tools that provide structure, motivation, and focus for creativity and improved decision making. When you accept that constraints are not only useful but unavoidable, you can utilize them for faster feedback and focused growth.
4. **Examine expectations** - Intentionally analyzing your beliefs about what "should" happen to ensure your internal assumptions are healthy. Thoughtful reflection about expectations develops a perspective that is more conducive to problem solving and growth.
5. **Step back to grow** - Moving off the current growth path in order to open options for a future growth path. When you step back to grow, you use lateral or backwards movement, reflection, and rest in order to move forward.
6. **Leverage failure** - Learning from mistakes and setbacks and reframing them as feedback or tools of creation for future growth. It is a mindset shift that helps you maintain motivation and allows for learning during challenging times.
7. **Be discovery driven** - Developing a mindset that navigates uncertainty with curiosity and tenacity. When you are discovery driven, you accelerate growth by embracing the unknown and creating space for new ideas, people, and approaches.

## Ecosystem for Growth

The environment of resources and relationships that surround and support individuals and teams and make growth possible.

1. **Conductive:** A Conductive ecosystem provides team members with the resources they need to grow such as access to tools, training, and people. Team members feel like they have what they need to be effective in their roles.
2. **Connective:** A Connective ecosystem supports relationships within a team as well as between team members and the mission of the organization. Team members feel like they belong
3. **Resilient:** A Resilient ecosystem supports individuals and teams so they are able to recover quickly from difficulties and turn mistakes into opportunities. Team members feel supported and able to overcome personal and professional challenges.
4. **Nurturing:** A Nurturing ecosystem encourages growth at the individual level. Team members feel understood and supported in an environment where unique perspectives are recognized.

## Smart Growth: What Now?

No matter where you are on the S Curve, your next steps are reflection and communication.

- ☐ **Define your curve(s).** What are the major S Curves you are on right now? What does mastery look like for each? What is your level of excitement with the curves?
- ☐ **Narrow your focus.** Which of your curves are you motivated to move up right now? Which ones will you focus on for acceleration?
- ☐ **Identify needs and opportunities.** What challenges are you experiencing? What are the opportunities or relationships you will need to move up this curve?
- ☐ **Plan to accelerate.** Which of the seven Accelerants are you using the most effectively right now? How can you leverage it to accelerate faster? Which one is less utilized right now but could have a major impact on your growth if embraced?
- ☐ **Understand your ecosystem.** How is the ecosystem impacting your ability to grow? What one change would allow you to grow more sustainably?
- ☐ **Talk to your leader.** Schedule time to meet with your manager or leader. Put it on your calendars now so it does not get overlooked by the day-to-day tasks. Have a conversation about:
  - *Your major growth curves.* Do they agree those are your current curves? What might be missing? Does one curve feel like a significant mountain to you that they see as a minor hill?
  - *Your needs.* What do you need from your leader to be successful? What do you need from the team and ecosystem? What does the team need from you?
  - *Your commitment.* How are you going to improve the ecosystem for the team
  - *Future curves.* Are there any you should consider jumping to in order to support the team or increase your opportunity to grow?