

Mindsets of Successful UBTs

Unit-based teams are learning how to evolve their thinking. The following table shows different mindsets that can help or hinder success.

Mindsets that May Get in the Way of Achieving Transformation and Successful UBTs		Mindsets that May Enable Us to Achieve Transformation and Successful UBTs
“Self”-Mentality		“Team” Mentality
I work to maximize the results that I produce as an individual, therefore I place my own interests above my team’s interests.	→	I prioritize the needs of the team above my own needs and I feel connected to our shared purpose.
Focus on Process, Minimize Risk		Focus on Results, Manage Risks
I need to make sure that the organization and I are never at risk, and so spend a lot of time following the right process—painstakingly detailing every aspect of the process to make sure the organization and I are not at risk.	→	In each and every interaction, I focus on producing the result needed/making the decisions needed, while managing the level of risk.
Agree		Align
To support a team decision, I must feel that it was my and everyone else’s first choice. We cannot move forward if we do not all unanimously agree.	→	I am prepared to support a team decision as it if were my own, even if the entire team and I did not unanimously agree.
Control Others		Trust Others
I try to control the process others follow and the results others produce in my interaction with them. I prefer not to address instances where trust is missing and compensate by managing details.	→	I trust the people in the organization and engage in interactions that help me build trust when it is not at the right level.
Perfection		Action
It is more valuable to spend time analyzing situations than to take action quickly, ‘analysis paralysis.’ I need permission to progress on this.	→	There are always productive actions I can take, even before all of the related questions are fully answered. I am empowered to make things happen.
Can’t Do—Permission		Can Do—Empowerment
This is why it can’t work.	→	This is how we can make it happen.