

# Generative Mindset™

## Training Workbook

An Interactive Training Workbook from Manage From the Future™: The Generative Manager™ Book and Training Series

# Generative Mindset™

## Interactive Training Workbook

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An Interactive Training Workbook from Manage From the Future™: The Generative Manager™  
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## Introductory Section

This workbook is part of the Manage From the Future™ series, designed to help leaders develop the mindset, skills, and practices required to become a generative manager. The purpose of this 8-hour workshop is to equip participants to shift from reactive or transactional leadership to generative leadership; leadership that develops people, builds trust, and aligns growth with future potential.

This workbook accompanies the workshop and training on **GENERATIVE MINDSET™**, and is a proprietary framework for leadership development.

### Workshop Learning Objectives:

- **Differentiate and Reframe:** Distinguish fixed, growth, and Generative Mindset™ perspectives and reframe challenges to fuel growth and possibility.
- **Strengthen Core Traits:** Develop key traits of a Generative Mindset™ — optimism, curiosity, empathy, accountability, and generous leadership — through intentional habits.
- **Foster Psychological Safety:** Create environments where trust, openness, and vulnerability enable learning, creativity, and team resilience.
- **Apply Strategically:** Connect mindset practices to organizational culture, innovation, and long-term performance outcomes.
- **Commit to Action:** Build and implement a practical action plan that embeds Generative Mindset™ in daily leadership and team interactions.

### How to Use This Workbook

- Participate fully in the activities.
- Use the worksheets as your personal record of learning.
- Refer to the “Reflection Questions” in each module to deepen insight.
- Apply the **GAP Model (Ground, Aspire, Progress)** as a habit in your leadership practice.

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# Module 1: Understanding Mindset (2 Hours)

## Learning Objectives:

By the end of this module, participants will be able to:

- Define what a mindset is and explain how it shapes behavior and leadership.
- Differentiate between fixed, growth, and Generative Mindset™ frameworks.
- Identify personal default tendencies and how they affect management decisions.
- Practice reframing challenges from fixed → growth → generative perspectives.

## Activities:

Mindset Reflection Worksheet

### Reflection Questions:

When do I notice myself defaulting to a fixed mindset?

How do I typically respond when I fail or fall short?

What messages from childhood or past workplaces shaped my mindset?

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Worksheet Prompts:

One fixed belief I hold about myself is...

One growth belief I'd like to strengthen is...

A generative belief I want to begin adopting is...

Fixed → Growth → Generative Reframing Exercise

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*Reflection Questions:*

How does a fixed mindset show up in my leadership?

Where has a growth mindset helped me stretch?

*Worksheet Prompts:*

Take a current leadership challenge and write a:

Fixed mindset response

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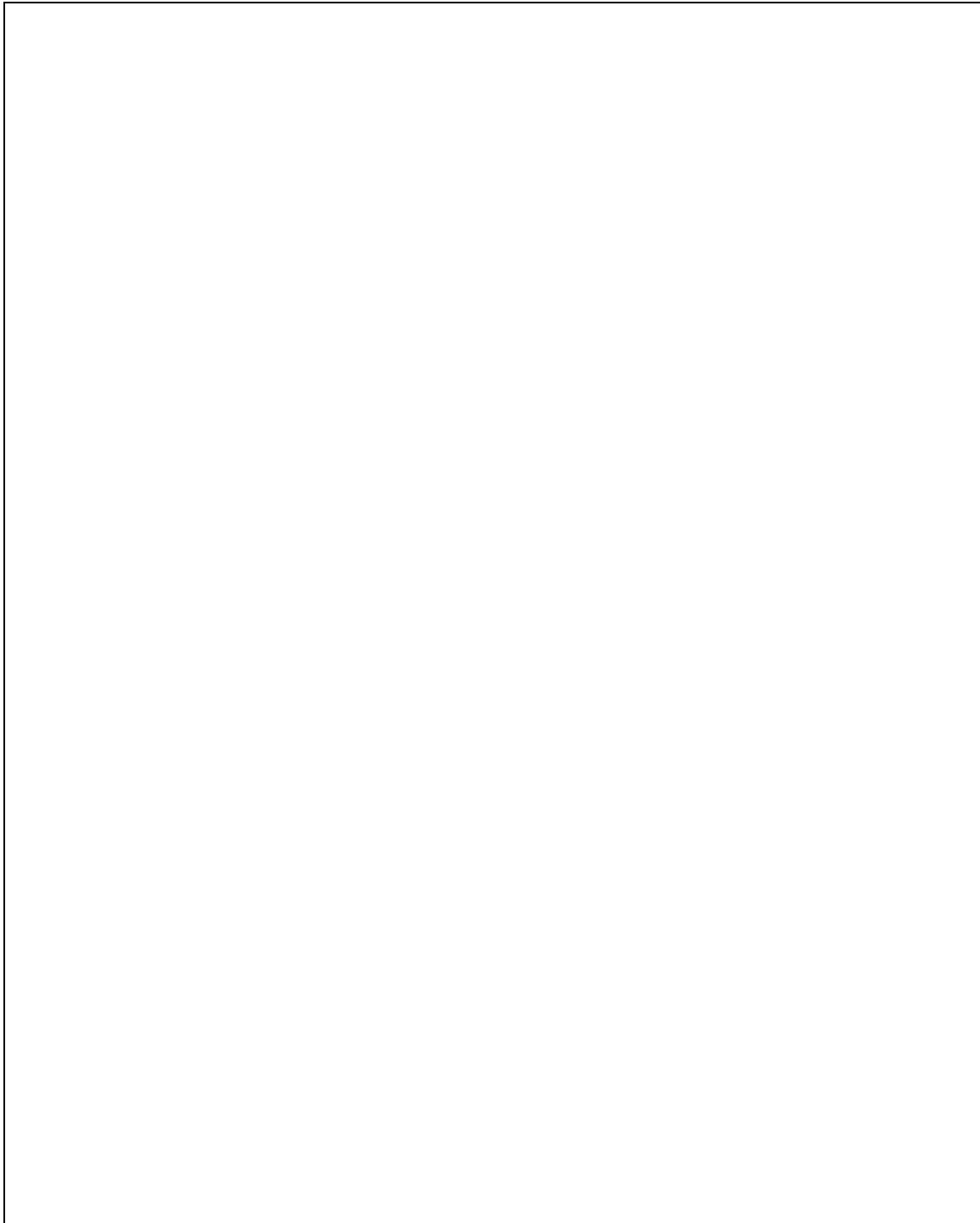
Growth mindset response

Generative mindset response (focused on helping others grow)

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## Module 2: Core Traits of Generative Mindset™ (2 Hours)

### Learning Objectives:

By the end of this module, participants will be able to:

- Describe the key traits of a Generative Mindset™ (optimism, curiosity, empathy, accountability with care, systems thinking, generous leadership).
- Assess their personal strengths and gaps across these traits.
- Develop micro-habits and leadership rituals that sustain generative thinking.
- Commit to 1–2 practical changes in daily leadership practice.

### Activities:

Trait Exploration Worksheet

### Reflection Questions:

Which of the Generative Mindset traits (optimism, empathy, curiosity, accountability with care, etc.) feels most natural for me?

Which feels most difficult, and why?

### Worksheet Prompts:

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Rank yourself 1–5 on each trait. Next to each trait, explain why you assigned that ranking to yourself.

	Optimism:
	Empathy:
	Curiosity:
	Accountability:
	Write in _____ :

Identify one habit that supports your strongest trait.

Identify one micro-behavior you could practice to grow your weakest trait.

### Generative Habits Planning Sheet

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*Reflection Questions:*

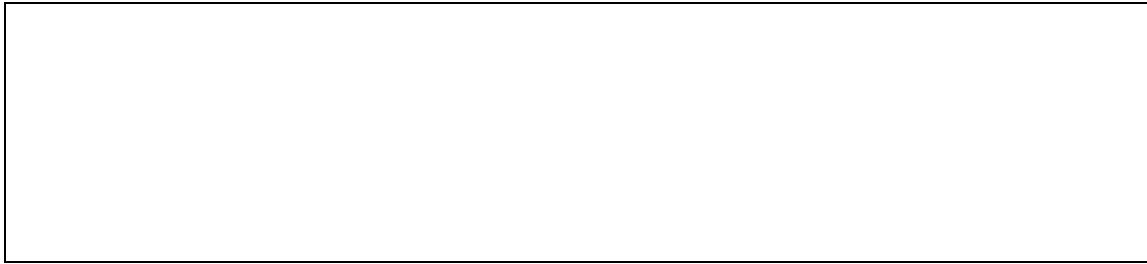
What daily routines reinforce my mindset? Which ones undermine it?

How can I embed curiosity or generosity into everyday leadership moments?

*Worksheet Prompts:*

My “morning mindset reset” habit will be...

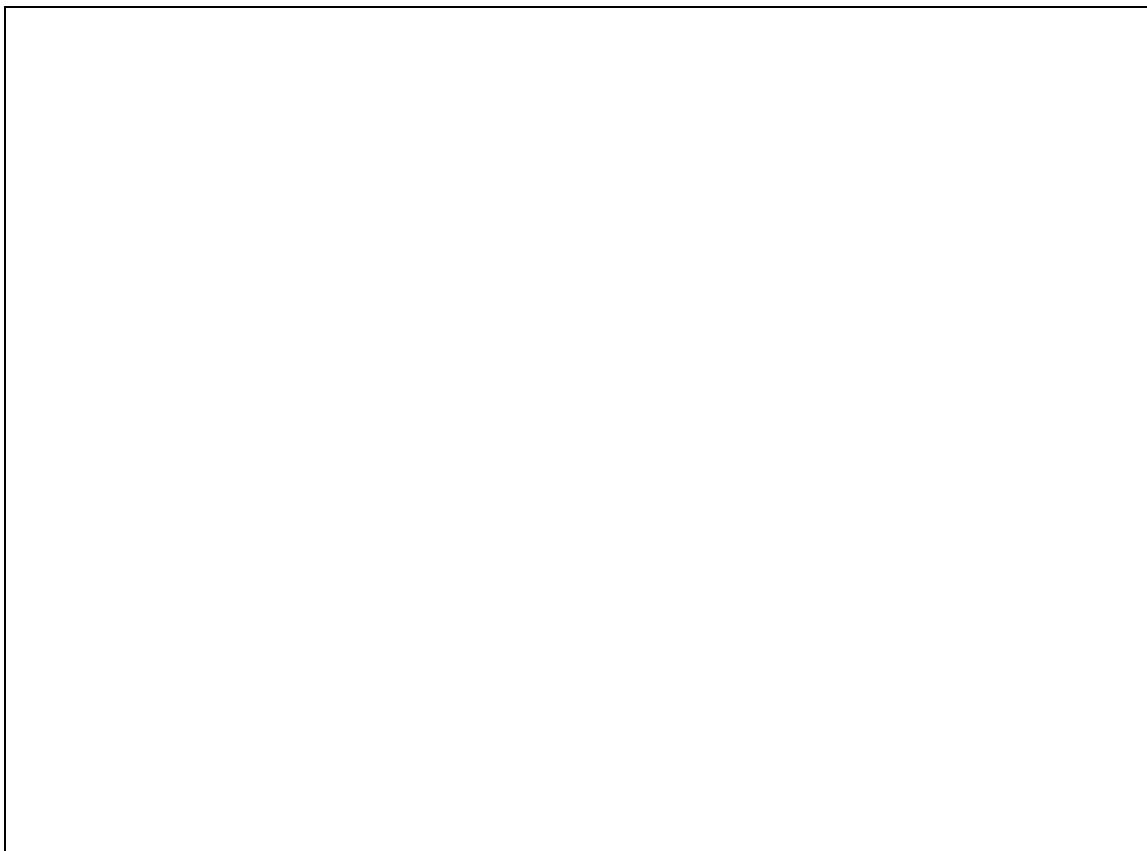
My “end-of-day reflection” habit will be...



One weekly ritual I'll introduce to sustain Generative Mindset™ is...



Module Notes:



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## Module 3: Psychological Safety as the Foundation (2 Hours)

### Learning Objectives:

By the end of this module, participants will be able to:

- Explain the concept of psychological safety and why it is essential for generative leadership.
- Recognize behaviors that either foster or undermine psychological safety on a team.
- Apply curiosity-first responses to mistakes, feedback, and disagreement.
- Use simple “generative signals” to invite openness and trust in everyday interactions.

### Activities:

Team Safety Audit Worksheet

### Reflection Questions:

When have I felt unsafe to speak up at work? How did it impact me?

Do people on my team feel free to admit mistakes? Why or why not?

### Worksheet Prompts:

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Rate your team on 1–5 across: Speaking Up, Admitting Mistakes, Sharing Ideas, Asking for Help. Next to each one, explain why you assigned that ranking to it.

	Speaking Up:
	Admitting Mistakes:
	Sharing Ideas:
	Asking for Help:

Identify one “safety blocker” you can remove this month.

*Roleplay: Responding with Curiosity, Not Judgment.*

Reflection Questions:

How do I usually react when someone brings me bad news?

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What signals do I give when I'm stressed — openness or defensiveness?

*Roleplay Prompts:*

Partner A shares a “failure” story. Partner B responds with curiosity-first questions like “What did you learn?” or “What might we try next?”

Switch roles and answer the same questions.

*Generative Signals Practice*

*Reflection Questions:*

What small daily behaviors of mine either invite or shut down openness?

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How do I acknowledge dissenting voices?

*Worksheet Prompts:*

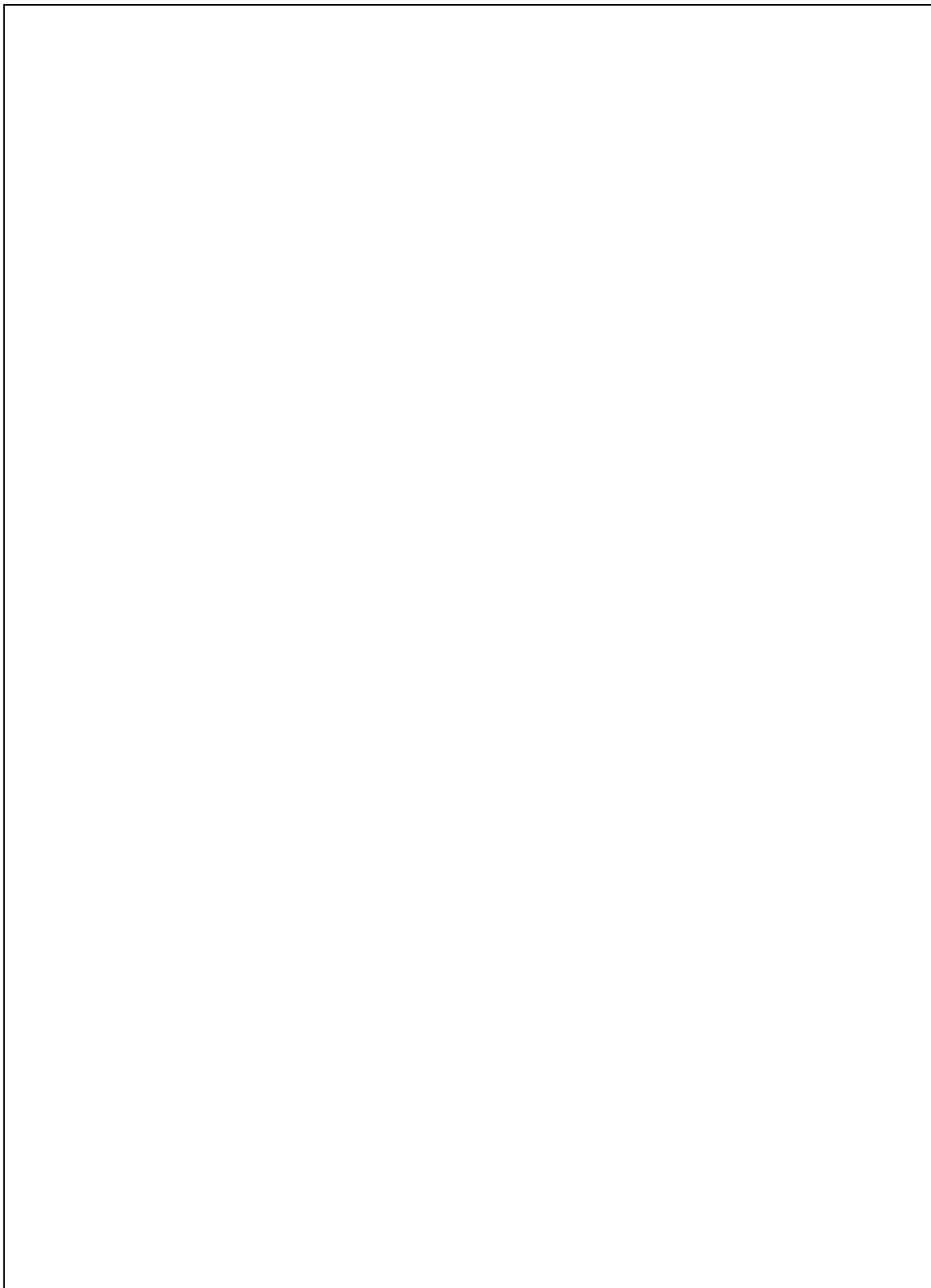
Write three “signal phrases” you’ll use to create safety (e.g., “Thank you for raising that”).

Commit to using one in your next team meeting.

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## Module 4: Strategic Value of Generative Mindset™ (1.5 Hours)

### Learning Objectives:

By the end of this module, participants will be able to:

- Connect mindset practices to broader organizational culture and long-term performance.
- Identify fixed or limiting cultural habits in their workplace and reframe them generatively.
- Map areas where a Generative Mindset™ can accelerate innovation, trust, and collaboration.
- Build a 30/60/90-day action plan to embed Generative Mindset™ practices into their leadership and organizational context.

### Activities:

Organizational Mapping Exercise

### Reflection Questions:

Where is mindset most visible in my organization — in how we handle mistakes, change, or collaboration?

What cultural habits reinforce a fixed mindset here?

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Worksheet Prompts:

Identify one department/team that demonstrates generative thinking.

Identify one area where mindset is a barrier.

Suggest one cultural shift to move toward generative practice.

*Generative Action Plan Worksheet*

Reflection Questions:

What will change in my leadership if I sustain a Generative Mindset™?

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What ripple effects do I want to create on my team and organization?

Worksheet Prompts:

My 30-day habit goal is...

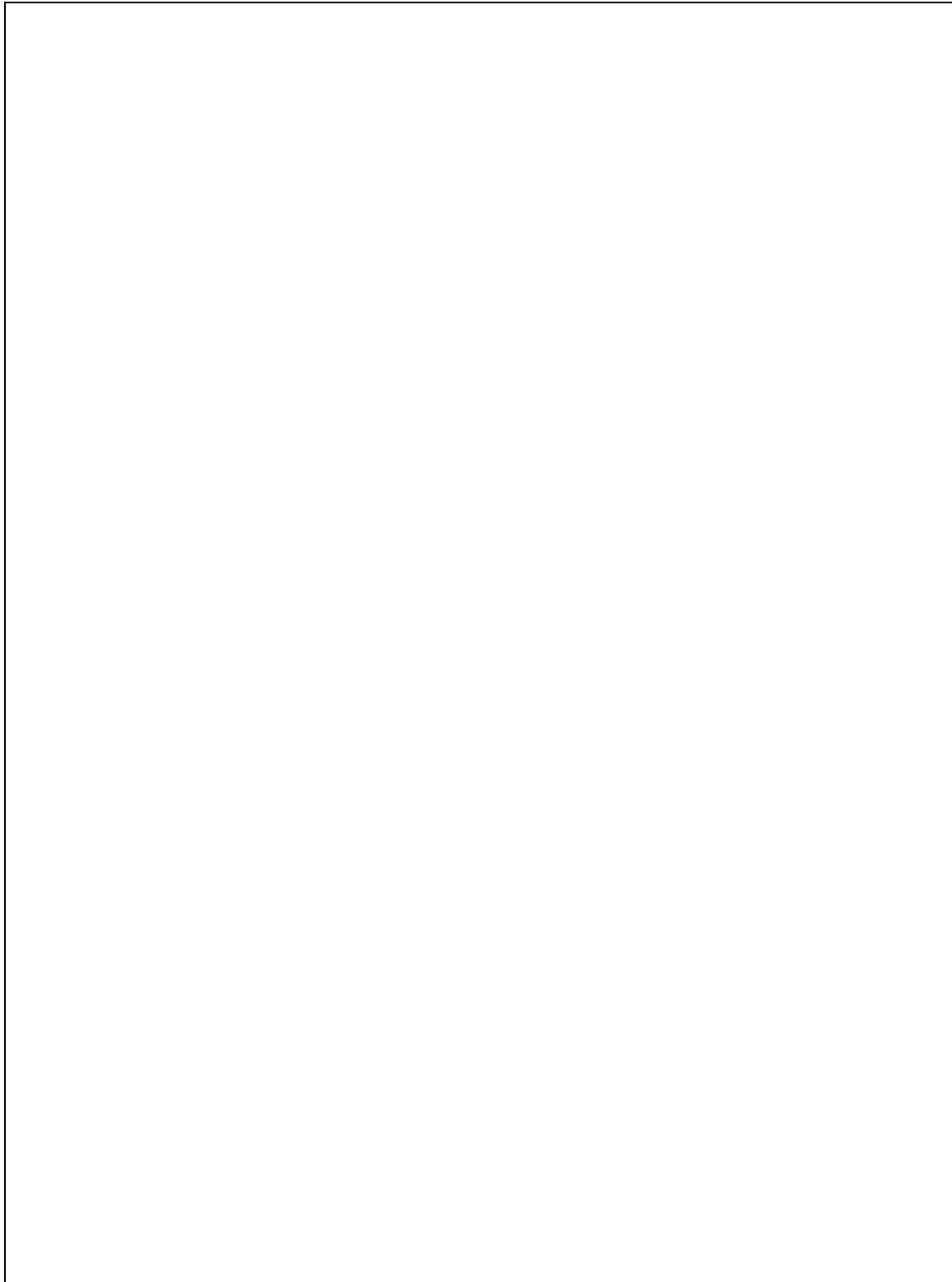
My 60-day team safety action is...

My 90-day organizational influence step is...

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Module Notes:

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## Closing Reflections & Next Steps

### Final Reflection Questions:

What is one way my mindset has already shifted today?

Who do I want to share this mindset with, and how?

What do I want to be remembered for as a leader? Write down three things.

### Commitment Pledge:

“I commit to practicing Generative Mindset™ in my daily leadership by (enter a date) \_\_\_\_\_.”

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Congratulations on completing:

## **Generative Mindset™ Training Workshop**

You've spent the past 8 hours exploring, practicing, and applying the principles that will help you adopt and leverage a **GENERATIVE MINDSET™**. This workbook is a companion you can return to as you grow yourself and others.

### **Key Reminders**

Mindset shapes everything. How you think determines how you lead, respond, and grow, and how others experience you.

Generative traits are learnable. Optimism, curiosity, empathy, accountability, and generous leadership are not fixed qualities, but rather daily practices.

Safety unlocks growth. When people feel safe to speak, try, and fail, they bring their best ideas and energy forward.

Generative leaders think long-term. A Generative Mindset™ fuels trust, collaboration, and sustainable performance.

Small actions compound. Every reflection, question, and habit you practice builds momentum for transformation — in yourself and your team.

### **A Final Word**

Managing from the future requires courage, clarity, and care. Remember: the future you hold for others has the power to pull them forward. Carry that belief with you and lean into developing yourself to become a Generative Manager™.

Believe in yours and your team's next level. Create the conditions for their growth. See them not just as they are, but as who they are becoming.

### **Manage From the Future™ Training Series**

**Generative Manager™**  
*Growth. Progress. Transformation.*

For more information on additional topics in this series, please contact:

[Team@outside-force.com](mailto:Team@outside-force.com)

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# Certificate of Completion

This certifies that

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has successfully completed

## **Generative Mindset™ Training Workshop**

Date: \_\_\_\_\_ Instructor: \_\_\_\_\_

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