

A woman with blonde hair, wearing a plaid shirt and jeans, sits on a wooden bench. She is holding a string that is attached to a large, glowing white question mark floating in the air. The background is a dark, textured wall.

WHO DO YOU THINK YOU ARE?

How your fixed mental state affects your growth

by Eric J. Morin, MBA

WHAT A GREAT QUESTION.

I have had the pleasure of working with so many amazing individuals over the years and I always question what causes one person to be extremely successful. What makes them want to reach the height of their profession and career? And why others in the same circumstance struggle to get out of their own way. If you take notice of the people around you, you will see these exact same patterns. I truly believe there are four different types of people. These people are not predestined to fit the part, but it's the story they've told themselves throughout their personal and professional lives. It's important to remember that what people have in life, they've attracted by the person they have become. It's also important to remember that these roles aren't permanent if you don't want them to be. Change is possible. I want to say that again **CHANGE IS POSSIBLE**. To have more, you simply become more.

Working with these four, very different types of people can be a maze of a task to figure out. You're trying to build a uniquely amazing organization with an A-Team to fit the bill. But you should also know where you stand among these four characteristics! Building your dream organization is up to you and having this insight is vital to understanding who can help you achieve your dreams, and who is going to pull you down the rabbit hole of uncertainty and failure.

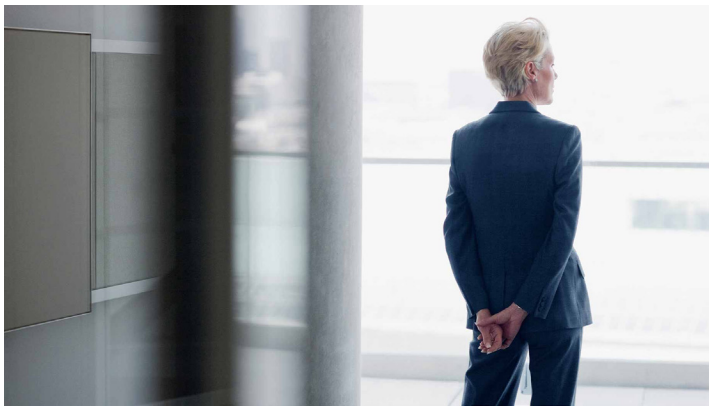
POOR ME:

First, we have the person who is always finding themselves in the thick of struggle. We refer to this person as "poor me." No matter how well things are going, another conflict is rearing its ugly head to weigh down a good attitude. They have a problem for every solution. You know the person I'm talking about. No matter how much you try to help them, they can't get out of their own way. It's difficult to reach these types of people and show them their full potential. To offer them any assistance at all comes off as too much work and it's right back to a bad attitude. Yes, it does all come down to attitude! They have become negative; therefore, they attract negativity. **Remember, you attract what you become.**



HELP ME:

Then we have the person who is hungry, humble and smart. We call this person “help me.” This person is a JOY to work with. There is always room for improvement, and they WANT to improve. This person is always learning. While they may not be experts in any one field, they strive to serve and get better in every way. Throughout their growth, they’re asking questions, taking cues and developing important relationships with the people who can help them become the best version of themselves. They are willing to admit that they do not have all the answers and are open to advice. **Give them the hard work and they WILL do it!**



LEAVE ME:

I know it’s frustrating. To put so much work into a relationship and come out with nothing to show for it leaves most people feeling defeated. That’s where the “leave me” person comes in. This person has zero interest in growth or improvement. No matter how many case studies, statistics or sheer proof you show them, you can’t make them commit to growth. They just won’t do it. This is the person that always says they are “fine”. They are skeptical of every offer and every opportunity. Therefore, they never reach their potential and typically live very average lives. The sad part is that they are not even aware that there is a better life out there for them because they would never listen.

I remember once speaking at a study club to a group of doctors. One group couldn’t get enough and sat right upfront! The doctors that stuck out to me, however, were sitting in the corner staring at their phones, thinking they had all the answers. These people are the leave me’s. You know who I am talking about. Interestingly enough, the five doctors in the front grew their net worths by millions in the next few years. **The leave me’s never even knew the opportunity they missed.**

CHANGE ME:

This person is special because they’ve realized the error of their ways and want to get better. They’re the kind of person to do a complete 180 in order to “fix” their lives. We call these people “change me.” **These are the LEADERS with whom people WANT to work.** There’s nothing they won’t do to establish growth and they’ll take all the cues from trusted mentors to get there. Growth isn’t an end game for this person; there is always something new to learn and embrace! They just can’t get enough.

I always know who the change me’s are in my seminars. They are always the most successful in the room, always upfront, always have more notes than anyone else and are pumped about how they can utilize the content immediately.

Contrast that with poor me and leave me who will walk out with no notes saying “I’ve heard all this before.”

Who would you want to be or work with? Who do you want to hire? Who do you want as a patient? Of course, the help me and change me individuals! These are the people who fill your bucket and change companies, families, industries and societies.

Now that the four different types of people are laid out for you, take a minute to evaluate your own attitude as well as those around you and. Take notice of the handling of daily issues and tackling action items for growth. How can you utilize this understanding to be a better individual, leader or mentor?

My advice would be to focus on yourself first. It all comes down to attitude. Once you can categorize yourself, you’ll work toward fixing your attitude to send you and those around you into a spiral of success!

Change is just around the corner and there are people who want to HELP you get there. Realize your full potential and stop at nothing to make it your reality.



