



The Power of Psychological Agility



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Hello everyone! We're Tatijana and Carlos. Together, we delve into the depths of human psychology in business, focusing on how a growth mindset can revolutionize leadership and organizational culture. Most of us associate intelligence with IQ, but there's so much more. Intelligence isn't just about innate talent; it's about developing and nurturing it within ourselves and our teams. Your mindset is the strongest predictor of success. It shapes your decisions, behaviors, and impact.

Consider Elon Musk, Richard Branson, and Oprah Winfrey. None were predicted to succeed based on their early life circumstances. Their stories highlight that intelligence and talent aren't fixed. Perseverance, adaptability, and a supportive environment are key to unlocking human potential. Before any action, pause and ask yourself, "How am I thinking about this person, situation, or problem?" This reflective practice can transform your leadership style and impact. Your mindset influences your ability to navigate challenges and foster a culture of growth and learning.

Alfred Binet, the creator of the IQ test, believed intelligence could evolve with practice and training. Fast forward to today, and our understanding of neuroscience and evolutionary biology supports this. Intelligence isn't fixed; it's malleable. While genetics play a role, the environment is crucial. Leaders must create conditions that allow talent and intelligence to flourish. Epigenetics shows how behavior and environment impact gene expression, underscoring the importance of nurturing talent within the right context.

Barriers to growth come from both external contexts and internal limitations. To overcome these, shift your mindset from "I can't" to exploring possibilities. Embrace effort, learning, and growth as ongoing processes. Carol Dweck's research on fixed and growth mindsets reveals that our internal narratives shape our behaviors. A fixed mindset focuses on judgment and protection, while a growth mindset encourages learning and resilience.



A growth mindset culture fosters inquiry, learning, and adaptability. Leaders play a critical role in setting priorities, modeling behaviors, and creating safe environments for growth. Recognize and address biases like action bias, fitting-in bias, and expertise bias to promote a learning culture. To foster a growth mindset, focus on continuous feedback, risk-taking, and reflective practices. Encourage your team to embrace failures as learning opportunities and celebrate the process, not just the outcome.

Adopting a growth mindset isn't just about positive affirmations. It's about embedding learning and adaptability into your organizational culture. By doing so, you can transform challenges into opportunities and lead your team toward sustained success and innovation. Join us in this journey of growth and transformation, and let's redefine what it means to lead in today's dynamic world.

*Sincerely,
Dr. Carlos & Dr. Tatijana*