



Global Leadership Hub

MORE THAN TALENT

**UNLOCK YOUR POTENTIAL THROUGH
EFFORT, ATTITUDE AND A GROWTH MINDSET**





Welcome to Global Leadership Hub

“Where leadership success is unpacked.”

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“Dare to make a difference!”

Martin Probst

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Becoming is
better than being.

Carol S. Dweck

Why talent isn't everything

Many people believe talent is the ultimate predictor of success. But in reality, it only tells part of the story. Success is more often achieved by those who work hard, maintain a positive attitude, and keep showing up, especially in the face of setbacks. Effort and attitude are the levers that determine how far your ability can take you.

Think of a skilled colleague who never follows through. Their ability is high, but effort is low. Or someone who works tirelessly but constantly complains: high effort, low attitude. Now imagine someone with moderate skills who shows up daily with a strong work ethic and positive mindset. This is often the person who becomes the most dependable (and successful) over time.

Prioritising effort and a positive attitude over natural talent is about transforming how we perceive success and personal growth. By focusing on the process rather than natural talent, we shift from a 'Fixed Mindset' to a 'Growth Mindset'. This change allows us to embrace challenges, learn from setbacks, and continuously evolve in both our personal and professional lives.

In this resource, we'll:

- ✓ Explore the *Success Equation* by Dr. Kazuo Inamori
- ✓ Understand the link between mindset and achievement
- ✓ Apply a simple yet powerful self-assessment tool
- ✓ Reflect on our own patterns and progress

The Success Equation

When we focus on talent alone, we reinforce a 'Fixed Mindset' (the idea that success is solely dependent on inborn abilities). This can create a fear of failure and discourage us from taking on new challenges, worrying about revealing our limitations.

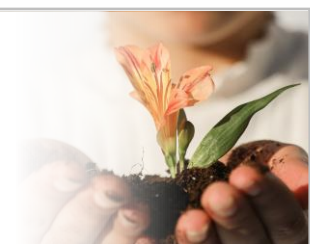
According to Dr. Kazuo Inamori, Japanese management expert, billionaire entrepreneur and Buddhist priest, there are three things we must do to succeed: have the right attitude, the right effort, and the right skill.

Dr. Inamori's *Success Equation* offers a simple but empowering message:

$$\text{Success} = \text{Ability} \times \text{Effort} \times \text{Attitude}$$

Any fool can make something complicated.
It takes a genius to make it *simple*.

Woody Guthrie



In this equation, the maximum score we can achieve is $100 \times 100 \times 100 = 1,000,000$. Crucially, 'attitude' in this equation can be a positive or negative number, which means it can multiply your potential - or completely nullify it.

- Ability:** Natural skills, talent, and strengths.
(rated: 0 to 100)
- Effort:** Energy, applied persistence, commitment, and dedication.
(rated: 0 to 100)
- Attitude:** Emotional and mental stance, and mindset toward challenges
(rated: -100 to 0 for a negative attitude | 0 to +100 for a positive attitude)

By way of example, let's assume we want to teach a sporty child to skateboard. Even though we know they could master this quite easily, the first few attempts are failures. The success equation might look like this:

[Ability] 60 X [Effort] 60 X [Attitude] -80 (they'd rather play a video game) =
-180,000 (epic fail)

All the sudden, cool skateboards become the latest craze at school. The child begs to be taught, and the success equation looks very different:

[Ability] 60 X [Effort] 60 X [Attitude] 80 (they want to ace this and be the cool kid) =
+180,000 (raving success)

The *Success Equation* teaches us that it's not talent that matters most, but how we apply ourselves. The effort we put in and the attitude we carry can drastically change our outcomes, often more than ability alone.

Practical ways to positively influence equation factors

Let's explore how we can positively influence these equation factors to unlock potential and success for ourselves and those around us.

Ability

Ability results from intelligence, physical capability, health, and other factors, which are partly innate and beyond the will or control of each individual. How to positively influence our ability:

- Increase stamina through repetition and practice
- Stop smoking, eat healthier foods, reduce alcohol and improve sleeping habits
- Regularly stimulate and train the brain to keep it in shape

Effort

Ability is multiplied with effort. Some people are apathetic and lack self-discipline, motivation and ambition, while others have a burning passion for life and work and continuously exert diligent effort in everything they do. How to positively influence our effort:

- Show resilience and self-discipline; don't give up when the going gets tough
- Accept that you might start a new chapter and be prepared to work for your success
- Focus on the process, not the end result
- Allow yourself to make mistakes and do better next time
- Concentrate on one thing at the time rather than multitasking and watering down results
- Be open to new learnings and to experience the unknown
- Be an inspiration to others; pass on your energy and passion

The key: Attitude

Attitude is the most important element in this formula. It can be a positive or negative multiplier; hence a negative attitude will significantly drag ability and effort into the negative. However, a positive attitude will catapult the success score into a high positive number. How to positively influence our attitude:

- ☑ Have clarity around your WHY and what motivates you
- ☑ Align your values and beliefs with your actions
- ☑ Trust yourself with anything you do
- ☑ Take responsibility for your actions
- ☑ If one approach doesn't work, try another; and another; and another
- ☑ See situations for what they are and maintain positive feelings
- ☑ Introduce fun and light-heartedness
- ☑ Be grateful for everything you have
- ☑ Always aim for win-win and a positive outcome for everybody

With these practical steps, you improve your score and achieve greater success at work and in life. Get started by calculating the score in any chosen area or task and evaluate the result. Not what you were hoping for? Simply positively influence the attitude factor and be amazed by the transformation!

The Growth Mindset

Dr. Carol Dweck's research on fixed vs. growth mindsets complements Dr. Inamori's work. A 'Fixed Mindset' assumes that abilities are static, while a 'Growth Mindset' promotes the belief that we can develop ability through effort and positive attitude. This fundamental shift empowers people to achieve far more than if they simply rely on their natural talents.



'Fixed Mindset'

1. Talent is natural and cannot change
2. Spends time to prove skills
3. Effort is seen as pointless
4. Avoids challenges
5. Gives up easily
6. Ignores or resents feedback
7. Feels threatened by others' success
8. Believes intelligence is static
9. Avoids risks to prevent failure
10. Sees problems as insurmountable
11. Views failure as personal inadequacy
12. Seeks approval before acting



'Growth Mindset'

1. Skills can be developed through effort
2. Spends time to improve skills
3. Values effort as a path to mastery
4. Embraces challenges
5. Persists in the face of setbacks
6. Appreciates and learns from feedback
7. Finds inspiration in others' success
8. Believes intelligence can be developed
9. Takes risks and learns from failure
10. Approaches problems as solvable
11. Views failure as a learning opportunity
12. Takes initiative and acts independently

Practical ways to foster a growth mindset

Following are some real-world examples of a growth mindset in action.

- ✓ After a project setback, instead of blaming others, you reflect on what can be improved and adjust your plan.
- ✓ You stay calm during team conflicts, focusing on respectful solutions instead of reacting emotionally.
- ✓ When a proposal is rejected, you don't give up. Instead, you ask for feedback, improve it, and try again.
- ✓ Even in high-pressure situations, you maintain humour and optimism to keep the team motivated.
- ✓ You start each day with a gratitude journal to stay grounded and focused on what's working.
- ✓ When you receive critical feedback, instead of getting defensive, you thank the person and use it to improve.
- ✓ You approach a delayed project not with blame, but with a problem-solving mindset and optimism.
- ✓ To help your team stay motivated, you consistently find silver linings even in difficult situations.
- ✓ You choose to support a colleague's idea rather than competing against them, fostering collaboration.
- ✓ When you feel discouraged, you remind yourself of your values, reconnecting with your deeper motivation.
- ✓ You lead a meeting with humour and warmth, creating a relaxed and productive atmosphere.
- ✓ You reframe a failed attempt as a valuable learning experience and share that insight with your peers.
- ✓ Recognising that mastery takes time, you approach learning a new skill with curiosity rather than fear of failure.
- ✓ You bounce back after a tough week by focusing on what you can influence, rather than what you can't.
- ✓ During a change initiative, you stay open-minded, modelling adaptability and curiosity for others.
- ✓ You mentor a new colleague and genuinely celebrate their progress without comparing yourself.

Focusing on effort and attitude helps foster a Growth Mindset and not only increases our ability but also builds resilience and adaptability. The journey to success often includes many challenges, but those with a 'Growth Mindset' view these obstacles as opportunities for learning and development. When we shift the focus from talent to effort and attitude, we embrace continuous growth and unlock our full potential.

I never lose.
I either win or *learn*.

Nelson Mandela



Self-Assessment: Apply the Equation

Success is the result of multiplying Ability, Effort, and Attitude, and the success in your life, career, studies, and personal growth can be represented and calculated with this equation: $\text{Success} = \text{Ability} \times \text{Effort} \times \text{Attitude}$

- Ability:** Natural skills, talent, and strengths (*rate yourself from 0 to 100*)
- Effort:** Energy, applied persistence, commitment, and dedication (*rate yourself from 0 to 100*)
- Attitude:** Emotional and mental stance, and mindset toward challenges (*rate yourself from -100 to +100*)

Your scores

Choose any area: sport, study, project, career, etc., and rate yourself honestly for current ability, effort, and attitude levels:

Ability (0 - 100): _____

Effort (0 - 100): _____

Attitude (-100 - +100): _____

Your calculation

Now, calculate your personal success score:

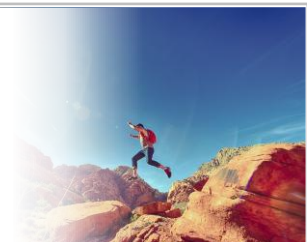
Success Score = Ability \times Effort \times Attitude

Success Score: _____

The success you create will come from daily decisions, not just talent. **Work through the reflective questions on the next page** to uncover where your biggest growth opportunities lie and how small changes can lead to major success shifts.

Success is the sum of small efforts,
repeated day in and day out.

—
Robert Collier



Reflection and way forward

1. Impact of small improvements:

- If you were to increase just one of the three areas (ability, effort, or attitude) by 10%, how would this impact your overall result?

2. Reflection on attitude shift from negative to positive:

- Imagine you are currently experiencing a negative attitude and rate it as **-50**. Calculate your success score with this negative number.
- Now, change your attitude to a positive one, for example, **+50**. How does this shift affect your success outcome?
- How did changing your attitude from -50 to +50 impact your overall success calculation?
- What role do you think attitude plays in how you perceive challenges and opportunities?

3. Balancing ability, effort, and attitude:

- After completing your calculation, which of the three factors (ability, effort, or attitude) do you feel needs the most improvement in order to maximise your success?
- Which factor is the easiest for you to improve, and which will require more effort?

Notes



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“WHERE LEADERSHIP SUCCESS IS UNPACKED”
ASSISTING INDIVIDUALS, TEAMS AND ORGANISATIONS TO EXCEL AND SUCCEED.



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