

Open MBA Class: Coaching your Career Mindfully

An athlete's mentality can help you achieve results – with visualization, cumulative gains, a growth mindset and having no regrets – remember, though, it comes with two caveats.

You need to differentiate weaknesses from development needs. Working on a weakness is usually a recipe for failure – get a coping strategy instead. The best coping strategy is a strong, diverse team around you that balance your weaknesses. Improving your serve is a development need for professional tennis players. For business leaders, focus on the one development need that will give you the biggest improvement in your performance and make this your 'hashtag'.

The question is: "What is the one thing I need to do differently to improve how I'm perceived?" And people will tell you. Then, make sure that you communicate, particularly to people above you, and show that you've heard what they've said and that you're acting on it. If you do that consistently then you will change people's perceptions and take control of your career's decisions.

There's a concept called 'displacement activity', where we focus on things that are comfortable rather than tasks that take a leap into the unknown. I would argue that when somebody is drowning in regrets, displacement activity is at play – it can be more comfortable to feel guilty than to face uncertainty. People should picture the benefits of the one thing they'd like to achieve and focus on that instead of getting lost in the vicious cycle of regrets. **NeuroCoaching** deals with this issue by directing your mind to a satisfaction area of your brain, every time!