

# ***The framework of*** *you*

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Strategies beyond a growth mindset

Dan Blundell  
@danblundell

***Breathe.***

***Breathe.***

Twice in, once out.

***Close your eyes***

Reflection

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***Consider the qualities that  
you believe make a great  
engineering leader***

Question

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***Consider your own core values, what are they, what do you stand for***

***Open your eyes***

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***You are important***

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***...to your team***

***...to yourself***

***The emphasis we place on  
personal development is  
reflected in way we lead our  
teams***



***Our personal development is  
investment in opportunities  
that are yet to come***

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***So why would we  
leave it to chance?***

***IC → Manager →  
Manager of Managers***

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***Leadership can leave us  
feeling disconnected from  
the tangible 'stuff'***

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***What we're responsible  
for grows exponentially***

***Cultivating a***  
*product*



***Cultivating***  
*environment*

***The*** *impact* ***we make***  
***becomes*** *abstract*

***Lack of validation.***  
***Lack of direction.***  
***Exhaustion.***  
***Overwhelm.***

...and some just not so fun places

***Encouraged to*** *continuously*  
***strive for personal growth***

**We** *need* **better ways to grow**

**More** *human* **ways to grow**

***“I don’t have enough time”***

***“I need to make time”***

***There will never  
be enough time.***



***Personal growth is not a  
time management problem***

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***Personal growth is an  
energy **problem*****

***Continuous growth in every  
moment is unsustainable***

***Continuous growth  
is not the goal***

<https://www.kateraworth.com/doughnut/>

THE SUNDAY TIMES BESTSELLER

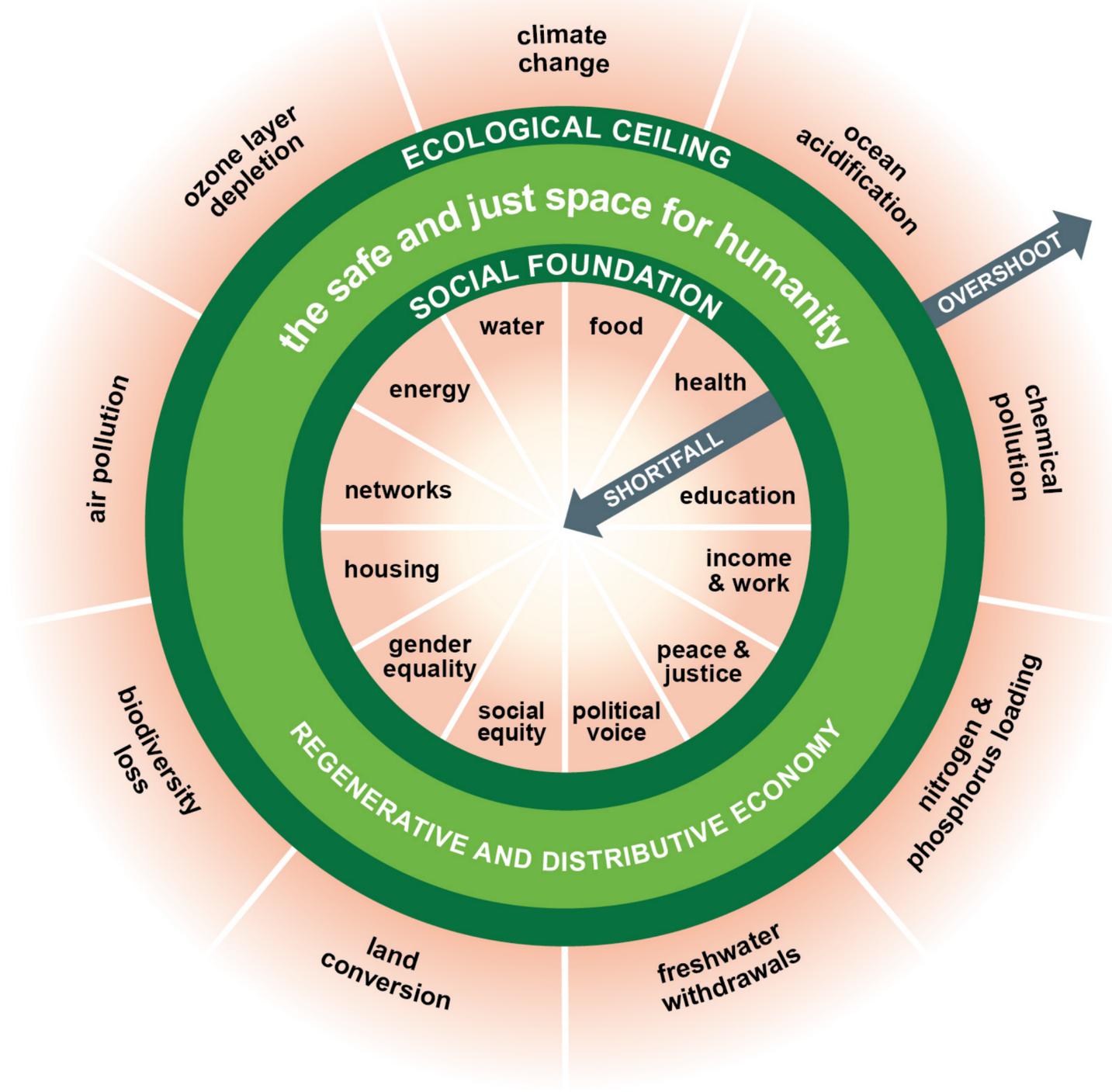
# DOUGHNUT ECONOMICS

Seven Ways to Think Like a  
21st-Century Economist



KATE RAWORTH

'The John Maynard Keynes of the 21st century'  
George Monbiot, *Guardian*



***Our goal is*** *sustainable*  
***personal growth***

***How might we approach our  
personal growth, more  
sustainably?***

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# ***1. Foundations***

Your baseline requirements, who you are and what you need



## ***2. Attributes***

The things to work on; strengths, challenges and new opportunities

### ***3. Thresholds***

Knowing your limits and  
planning for them

# ***1. Foundations***

Your baseline requirements, who you are and what you need

***Get to know who you are***  
***and what you need***

***Understand*** *your* ***beliefs,***  
***values, trade offs, patterns***  
***and behaviours***

Foundation

# ***The core you***

[beliefs, heritage, values,  
family, friends, pets,  
hobbies, money, learning]

Foundation

# ***The other you's***

[Leader, Manager, Engineer,  
ENFP, Green, Musician, Pisces]

# ***Observation and Reflection***

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***Helps you baseline the  
the things that are  
important to you***

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***Builds our mental model of  
how others could see us and  
where our biases might be***

Attributes

## **2. *Attributes***

The things to work on; strengths, challenges and new opportunities

Attributes

***The infinite backlog of  
stuff I could get better at***

Attributes

***Find signals in the noise***

Attributes

*Personal* **boardroom**

Attributes

***Balance validation,  
support with diversity  
and challenge***

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Attributes

***Target your requests for  
feedback based on what  
you need***

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Attributes

***Make me feel good***

***Help me make this more  
balanced***

***Tell me why this won't work***

Attributes

# ***Limit WIP***

Work-in-Process

Attributes

***You do not need to act on  
every piece of feedback  
you're given***

#friendlyreminder

Attributes

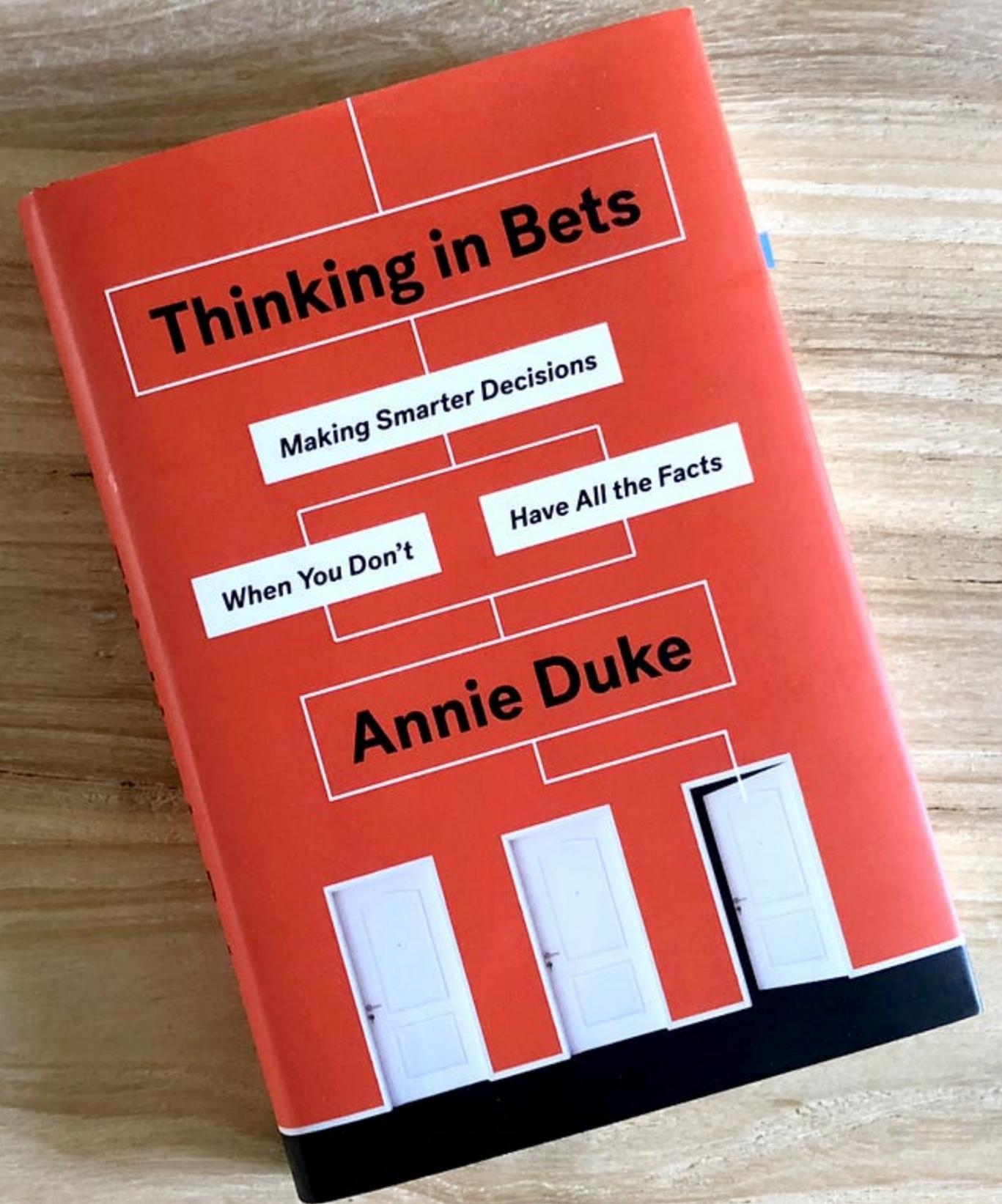
***You do not need to act  
immediately on everything  
you learn today***

#friendlyreminder

Attributes

***Look for signals***

***Signals*** → ***Bets***



***But how do we know  
when to place our bets?***

### ***3. Thresholds***

Knowing your limits and  
planning for them

Thresholds

***We can't do it all***

Thresholds

***Of the things we can do***

Thresholds

***Some things take more  
time to learn than others***

Thresholds

***Some things take more  
energy to learn than others***

***Learning a  
discrete 'thing'***

***Learning a new  
behaviour***



Low investment

High investment

**v1.0.1**

**v1.1**

**v2.0**



Low investment

High investment

Thresholds

***We're aiming for*** *sustainable*  
***personal growth***

Thresholds

***RPE***

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Thresholds

# ***Rate of Perceived Exertion***

RPE

Thresholds

***Your rate of personal growth  
should be relative to you***

Thresholds

***Know when we  
can push ourselves***

and when not to

**Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec**

**Jan**

**Feb**

**Mar**

**Apr**

**May**

**Jun**

**Jul**

**Aug**

**Sep**

**Oct**

**Nov**

**Dec**

*Public holidays*

*Wedding anniversary*

*Family events*

*School starts*

*Thanksgiving*

*Christmas*

**Jan**   **Feb**   **Mar**   **Apr**   **May**   **Jun**   **Jul**   **Aug**   **Sep**   **Oct**   **Nov**   **Dec**

*Wedding anniversary*  
*Public holidays*   *Family events*   *School starts*   *Thanksgiving*   *Christmas*  
*Kings Day*   *Memorial Day*   *Summer sale*   *Black Friday*   *Winter sales*

**Jan**      **Feb**      **Mar**      **Apr**      **May**      **Jun**      **Jul**      **Aug**      **Sep**      **Oct**      **Nov**      **Dec**

*Chinese New Year*      *Public holidays*      *Wedding anniversary*      *Family events*      *School starts*      *Thanksgiving*      *Christmas*

*Ramadan*      *Kings Day*      *Memorial Day*      *Summer sale*      *Diwali*      *Black Friday*      *Winter sales*

*Pride*

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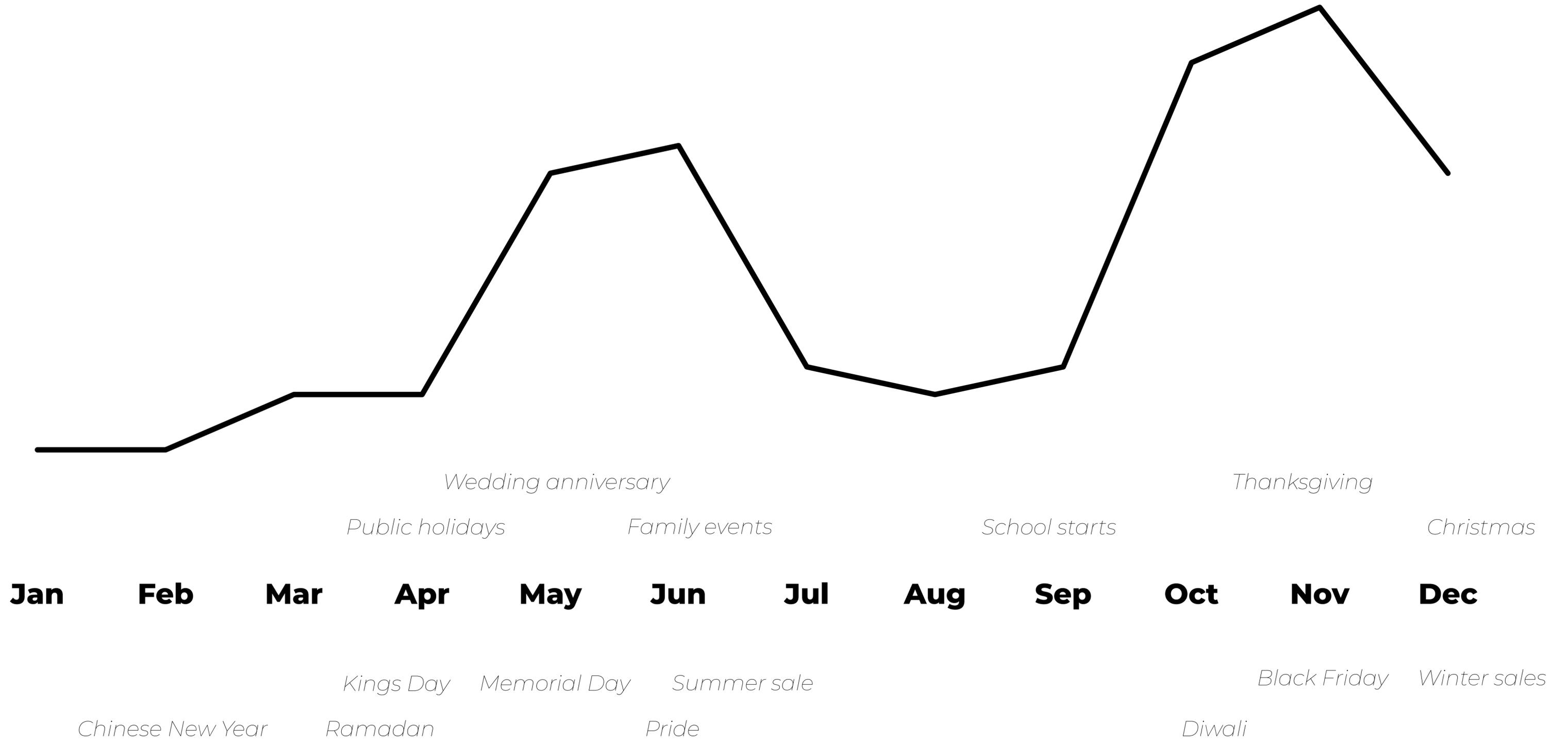
*Winter sales*

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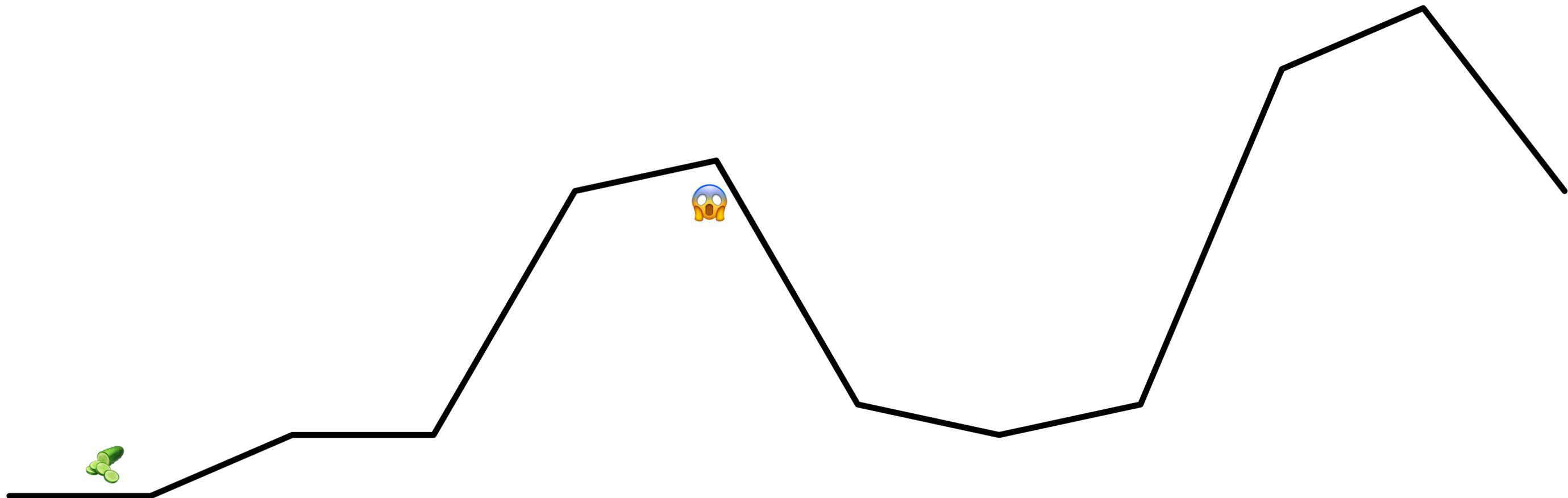
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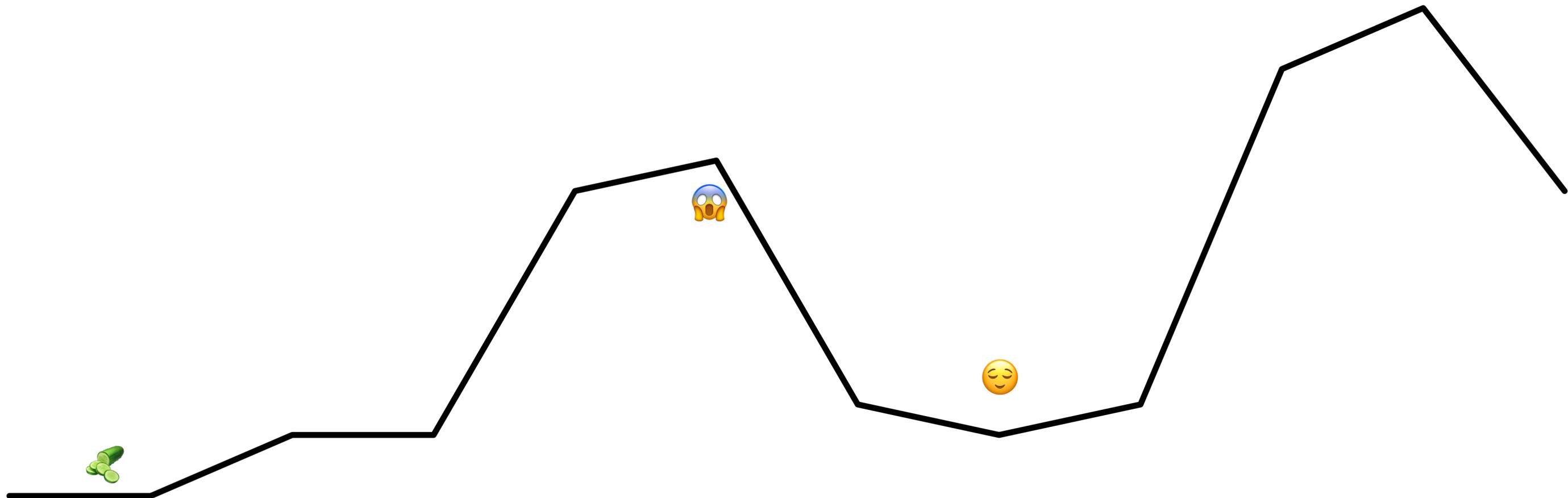
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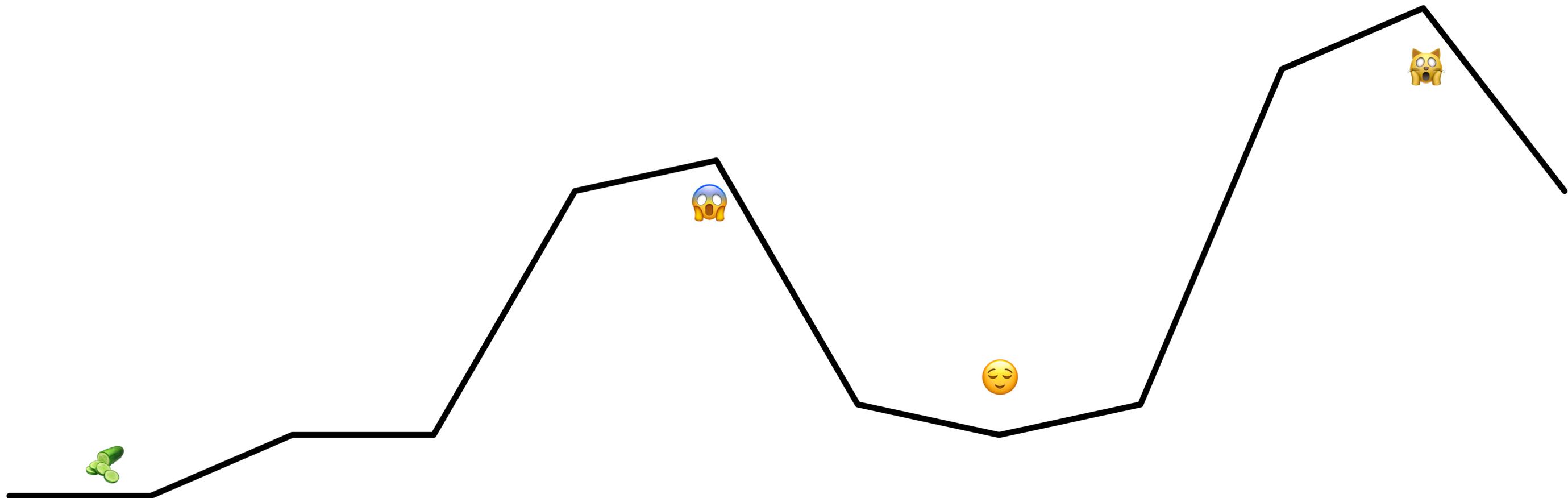
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GYMSHARK

THERMOT

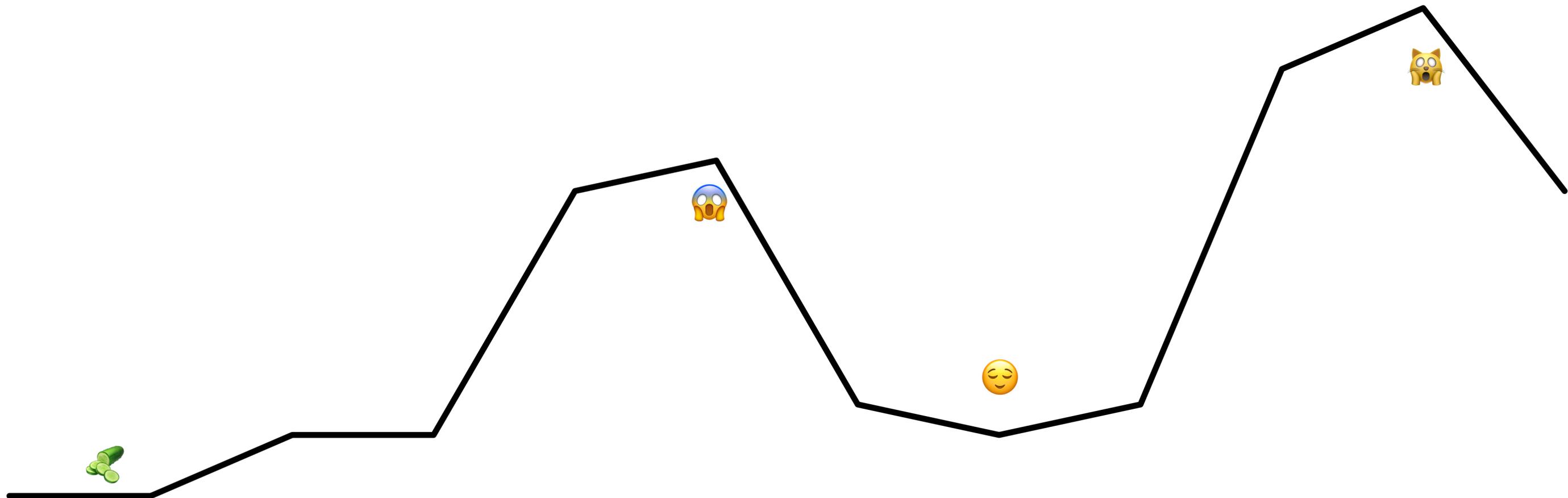
***RECOVER***

***BASE***

***BUILD***

***PERFORM***





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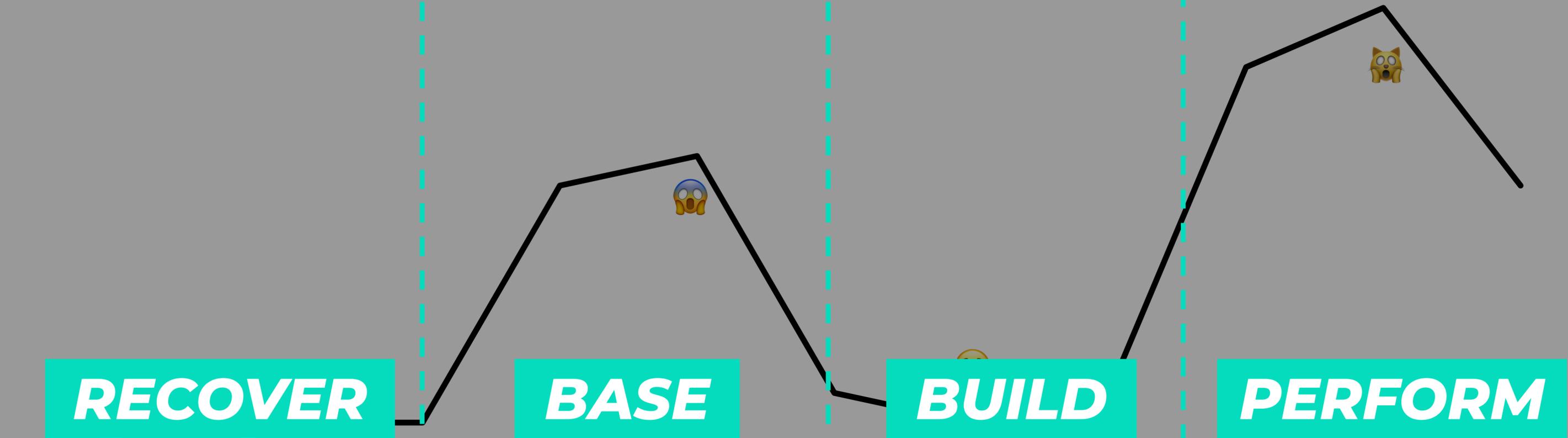
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**RECOVER**

**BASE**

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*Wedding anniversary* **LeadingEng**

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***The time and energy  
to succeed***

***Plan to*** rest

***Today is a huge  
opportunity***

*Pace* ***yourself***

***Move toward a goal of  
sustainable **personal growth*****

1. Foundations

**Get to know who you are**  
**and what you need**

2. Attributes

**Signals** → *Bets*

### 3. Thresholds

**Manage your** *energy*

**Know your** *limits*

**Plan your** *rest*

***Breathe.***

***Breathe.***

Twice in, once out.

***Have an incredible  
LeadingEng London 🙏***

*Thank you*