

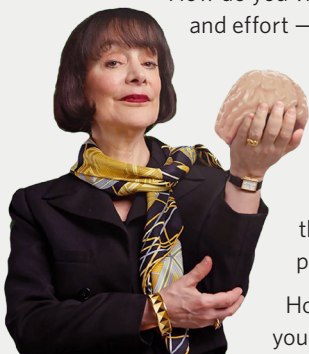
3 on 13

3 things from EP
to make life
better.

JUNE 13 · 2023

Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

1 | Mindset Matters



How do you view the talents and abilities you possess? Are the cards you've been dealt fixed? Or — with strategy and effort — can you improve your hand? These are the questions at the center of Stanford University psychologist [Carol S. Dweck's](#) renowned book [Mindset: The New Psychology of Success](#). Originally published in 2006, the book outlines how embracing a growth mindset (versus a fixed mindset) can change how we approach challenges and deal with failures. ([She's also given new life to the word, "... yet."](#))

While some have poked at Dweck's studies, the fundamental question of how we view failure remains hugely important: Fixed-mindset individuals tend to dread failure because it is a negative statement on their basic abilities; growth mindset individuals tend not to fear failure as much because they believe their performance can be improved, and that learning comes from failure.

How do you approach challenges? Deal with failure? Are you modeling a growth mindset to your colleagues, your team, your family, and others around you?

2 | Revisit the Daily Check-In

From the *we-know-we-should-do-it-but-don't-do-it* file: a reminder about the (great!) value of the regularly scheduled daily check-in.



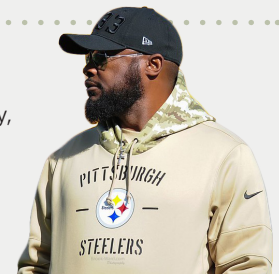
Patrick Lencioni famously touts the advantages of the daily check-in meeting in "[Death by Meeting](#)," although the concept of a "morning huddle" has been around for a long time. It's one of the [four types of meetings](#) that Lencioni outlines in an effort to avoid "meeting stew" — those everything-all-at-once meetings that sap energy, lack clarity, and are wildly inefficient.

The basics: Keep it short (5-10 minutes), keep it focused (here's what I'm working on, it's on/off track, and here's the next step), and keep it disciplined. If the details require conversation, tackle those outside the meeting. The goal is to quickly ensure that the team is aligned and coordinated, not to solve all the problems.

Tips: If you're a leader or manager, step one will be defining the team members — you may need more than one daily check-in depending on the composition of your team. And feel free to stick to the daily check-in concept while tweaking it to make it work for your situation. (Can it be virtual? With discipline, yes.) Lastly, be prepared to commit; Lencioni suggests two months before evaluating and adjusting.

3 | Odds and Ends:

Because some days we need Steelers Head Football Coach Mike Tomlin — known for his sometimes-funny, sometimes-deep, often-poignant [one-liners and catchphrases](#) — to remind us about the "Nameless Gray Faces" (i.e., *if we take care of us, everything else will take care of itself*) and "The Standard is the Standard" (i.e., *we do things one way, the right way, and that's not changing*). Check it out [right here](#).



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