Most organizations today are in a constant state of change. Change from technology, customer expectations, new business models, consolidations, new service models, global competition, and a host of other situations force organizations to learn and change large systems with unimaginable speed. Erika Andersen identifies four attributes of people who learn and grow at the same rate that their company is changing. Andersen also presents mental tools that anyone can use to boost the four attributes.

Listed are the four attributes with a brief suggestion of the mental message that maximizes each attribute.

**Aspiration**
- Focus on the positive of learning something. Eliminate the negative excuses for not learning.

**Self-Awareness**
- Focus on the ability to see all that needs to be learned, instead of thinking that the skill and knowledge have already been accomplished.

**Curiosity**
- Focus on why the new content is interesting, as opposed to seeing it as boring.

**Vulnerability**
- Accept that new learning mistakes are normal, instead of thinking how badly one is performing.

What can you do to enhance your aspiration, self-awareness, curiosity, and vulnerability?

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