

Bridgeway to Success™

November 2007

**A CHANGING
WORLD DEMANDS
A CHANGE OF
MIND.**

Five Minds for the Future

People. Organizational leaders need good people. Not simply people who can *do* but people who can *think*. The question: how should they think?

Howard Gardner, who pioneered the concept of multiple intelligences, is one of the world's leading psychologists. He recently identified "five minds for the future" – the cognitive abilities that will be most valued in work and society. These are the minds that leaders should hire and cultivate:

The Disciplinary Mind. The mastery of a craft or profession built up over many years of practice and experience.

The Synthesizing Mind. The capacity to meaningfully integrate ideas from different fields or extend ideas into new fields.

The Creating Mind. The ability to develop new concepts, processes and products.

The Respectful Mind. A deep understanding and appreciation of individual differences.

The Ethical Mind. Acting reflectively and consistently with principles beyond mere self-interest.

What makes these five minds so valuable? That they can navigate the knowledge explosion, leverage technology, take advantage of change, adapt to globalization and understand how we are all fundamentally interconnected and interdependent.

Committed to the future? Mind your business.

Michael Canic