

## NOTES FROM: *Attitude is Your Superpower*, by Eduardo Clemente

**SUMMARY:** This is a short, easy read with some *terrific* advice on how to adapt to change, increase your confidence, overcome challenges, and cultivate a more positive, optimistic attitude. And hey, we could *all* use more of that!

*Attitude is Your Superpower* reads more like a conversation with a mentor, like a talk you'd have with Eduardo if you stopped by his office one afternoon for advice, and he really liked you and wanted the best for you. That's just the sense I get from this one! It's coming from a great place, and you'll probably feel a lot better, more capable, more relaxed and all that after reading it.

One of the more important things to understand here is that attitude is less about what you say and do, and more about how other people *perceive* what you say and do. You may think you have a great attitude, but if *other people* don't think you have a great attitude...then you don't have a great attitude!

The book is *full* of all these important reminders of things we'd better never forget, and you really do have to pay attention to these "invisible" things if you want to build a spectacular career for yourself. But just as in heavier books like *Man's Search for Meaning*, you keep coming back to the idea that there are no drawbacks *whatsoever* to proactively developing a great attitude, and doing so is *always* under your direct control.

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"You can know all the skills and business concepts, but if you don't have *the right attitude*, the rest doesn't matter. A great attitude is the key to getting ahead at work and in life."

"People look to see what you can bring to the table. They want to know if you'll make the team more or less productive, if you'll collaborate well with colleagues, if you'll be engaged, and if you'll help solve problems. Even if you had a great education, it probably didn't teach you about these invisible things. They're not easy to pinpoint or grade, but they are what people notice."

"If you want to get ahead at work and in life, you need to pay attention to the invisible things."

"Just as negativity can spiral, so can positivity."

"Attitude is an external characteristic, which is all about how you end up being perceived by others."

“Today, I’m an executive director at a bank that is part of the largest banking group in Africa. I have four major areas of the bank and more than two hundred people reporting to me. With my colleagues’ help, I get to positively impact the finance industry in our country and throughout the continent. Every day, I have the opportunity to do work bigger than myself, and that means everything. My attitude got me here, and that’s why I want to share this message with you. Perhaps you think being a bank’s executive director sounds boring! Whatever your aspirations are, though, the right attitude can get you there.”

“You might think you’re the most empathetic person in the world, but if your whole team says you have no empathy, then *you have no empathy*. If no one sees your empathetic nature, it doesn’t exist. So how do you know what others see in you? How can you tell if they think you’re a good person - the type of person they want to engage with? You need to ask.”

“The real goal is to understand the gaps between how you see yourself and how others perceive you.”

“You can change your attitude without changing who you are.”

“You won’t lose anything in trying to improve your attitude. The opposite is also true, though. No action promises no progress. If you don’t contribute to the team, you won’t be seen as an essential team member. If you don’t show your capabilities, you won’t be first in line for a promotion. The no is always guaranteed. But what will you lose in trying? Nothing. Doing nothing will just keep you where you are, and in a fast paced, changing world with so many new ways of thinking, the risk of doing nothing is tremendous.”

“Adding value is the essential work. People don’t like to work with someone who says, ‘I can’t do that. That’s not my job.’ I can’t stand it when people refuse to help because the task isn’t their ‘responsibility.’ I mean, you have a brain. That brain doesn’t stop working at the end of your job description.”

“Small gains in confidence accumulate.”

“It may take longer than spreading negativity, but positive attitudes do catch on. The more we think we can play nice with other teams, achieve our goals, hit targets, find solutions, and innovate, the more we can, and the more others can, too.”

“The effort to understand others is always worthwhile.”

“Change is getting faster, it will continue to get faster, and it affects everyone - just ask the guy who manufactured desktop calculators! In our lifetime, we will *never* experience change occurring as slowly as it is today. Change will come faster tomorrow and every day after that. This is our reality. Do you find that daunting or exciting?”

“We cannot imagine what kind of jobs there will be in another ten years. But whatever comes, I face it with a growth mindset. I can choose to take on something new because I can learn and adapt beyond my existing experiences. You can too! Remember neuroplasticity...we all can!”

“This means if you approach change knowing you can adapt to whatever it brings and the change does not determine your identity, you will feel more confident handling the change. You won’t be in a defensive place, trying to protect yourself from potential failure. You’ll be focusing instead on *curiosity*. You’ll be looking forward to trying, tweaking, and experimenting with this new thing. By default, that removes you from negativity and pushes you into a more open, peaceful attitude. Anxiety is hard to eliminate head-on, but you can shortcut the process by being curious about the possible ways to adapt to your new circumstances.. And if you want to go all-in, drive the change yourself. Put yourself in the driver’s seat and decide what comes next. Like the famous management consultant Peter Drucker said, ‘The most effective way to manage change is to create it.’”

“Nothing changes if you don’t.”

“Failure, though, implies a total loss, which is rarely the case. When things don’t go as planned, you usually learn something valuable that contributes to success in the next challenge.”

“The experience of adapting to change makes you resilient to more change.”