



Putnam Consulting Group

Confident Giving • Dramatic Return

Transformational GivingSM Webinar Series - Discussion Guide

Episode 5: Embrace an Abundance Mindset Live Webinar

1. In what ways does our organization have a poverty mentality? In what ways do I personally have a poverty mentality?
2. In what ways does our organization embrace an abundance approach? In what ways do I personally have an abundance mentality?
3. Conduct a force field analysis:
 - i. What are forces opposing abundance in our work (and as individuals)? What can we do to minimize or eliminate them?
 - ii. What are forces supporting abundance in our work (and as individuals)? How can we maximize them?
4. Test your poverty mentality! Take this quiz:

	1 Often	2 Sometimes	3 Rarely
1. You frequently ask “What is the cheapest way we can do this?” regardless of impact on quality, speed, discomfort.			
2. Don’t <u>regularly</u> make investments in your/grantees’ talent and infrastructure - prof devel, learning, technology, systems, planning, eval, communications.			
3. There is a cultural value on working harder, not smarter. (e.g., working long hours/weekends, long meetings, lengthy processes for strategic planning or budgeting). Elongated time for doing most things.			
4. Belief that all funds should go to the community/grantees/people in need. Feel guilty investing in yourself.			
5. Often feel constrained by rules, procedures, processes, systems & “the way things are done around here.” Hard to do anything differently.			
6. You feel the real problems you want to tackle are impossible to solve with your funding, so instead you focus on more manageable problems you can feel good about improving			
7. You know something is important to the success of your endeavor (communications plan, evaluation, community input), but never feel you have the time or resources to properly address it			
8. You or your staff feel you don’t have time to regularly think, plan or build relationships because you are too “busy.”			

Add up your score. A perfect score is 24. A score of 22 or higher is high abundance! A score of 20 or below means a poverty mentality is holding you back. The good news is you can make changes!

5. Discuss your scores with your team. Pick the top changes you feel are worth making to shift from a poverty mentality to an abundance mindset. Make a plan, including accountabilities and a timeline, and reconvene at a certain date to see what changes you made. Keep it going!

Need help with any of the topics referenced above? I serve as a trusted advisor and personal sounding board to philanthropy leaders and ultra high net worth donors. As your advisor I provide you with unlimited access to my expertise and advice on any aspect of your work, strategic or tactical, helping you navigate your day-to-day and long-term strategic decisions. Learn more about how we can work together here: <https://putnam-consulting.com/services/advising-and-coaching/>. Or simply call me at 800-598-2102 x1 so we can discuss your needs and see how I can be of help.