HR : Expanding awareness through a Sustainability Mindset



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The Tip of the Iceberg Challenge

New regulations ESG Reporting

Innovation challenge Cradle to grave accountability

Social media and reputational risks Customer

expectations

Liabilities

Rising insurance premiums



Shareholder

expectations

SDGs

Industry benchmarks

> Competitors raising the ethical bar

> > Gen Z new hires expectations

Climate related challenges

AI

Supply chain challenges

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What mindset created these problems?

Nature as infinite provider of resources

Short term focus

Individualism

Unintentional harm, unawareness

Limited stakeholders consideration

> Fragmenting the problems

> > Linear thinking

Rational thinking, analysis, avoid emotions



Fear of risks

Prioritizing financial returns

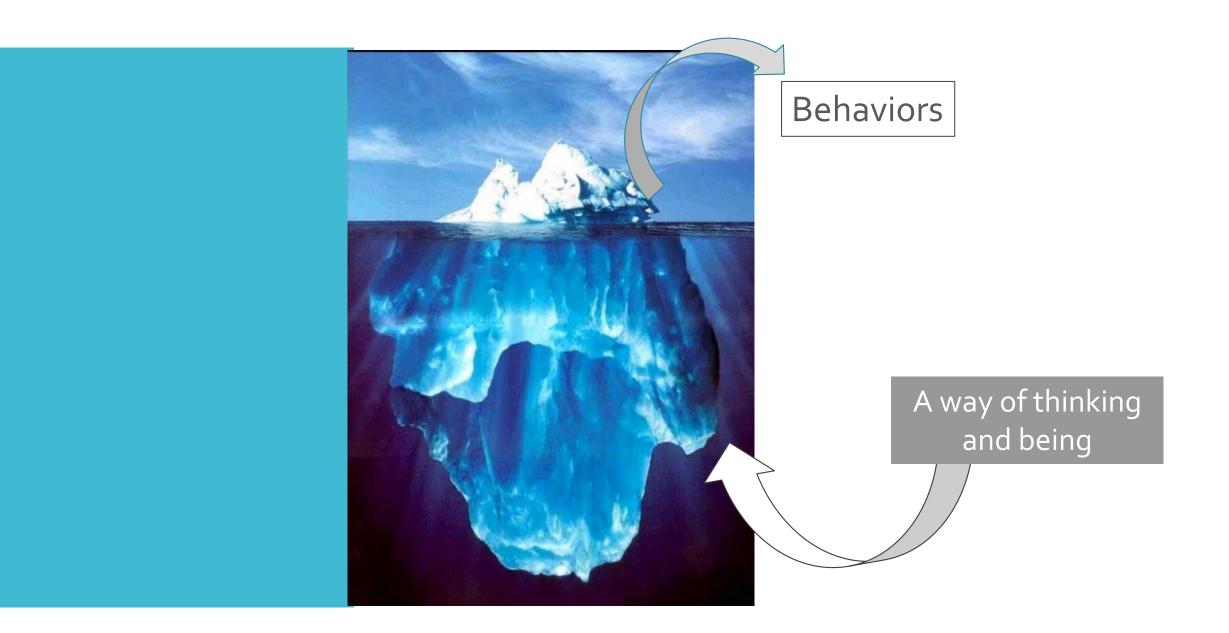
Materialistic thinking in business

> Disconnect from personal values and purpose

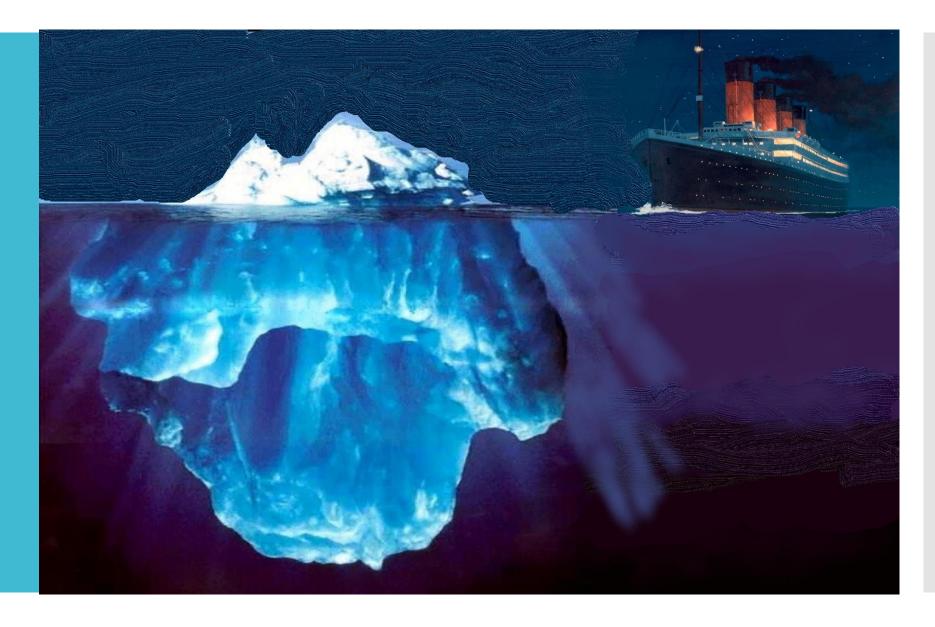
Siloed thinking

Speedy actions and reactions

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Why does it matter?



What is a Sustainability Mindset?



A way of thinking and being that is expressed in actions for the greater good.

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The 12 Sustainability Mindset Principles



Ecological Worldview

EcoliteracyMy Contribution

Systems Perspective

Long-Term Thinking
Flow in Cycles
Both+And Thinking
Interconnections

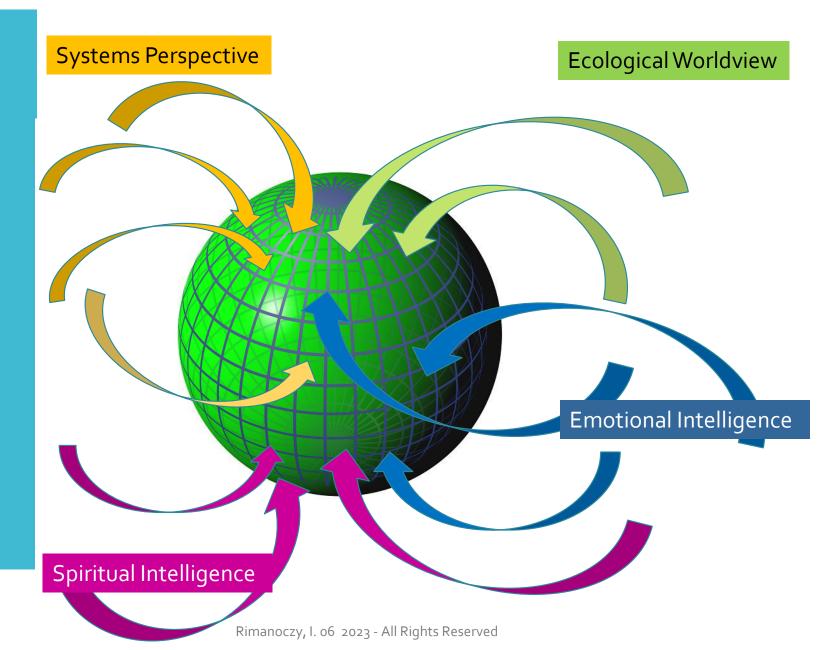
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Emotional Intelligence Reflection Self-Awareness Creative Innovation



Spiritual Intelligence
Oneness with Nature
Mindfulness
Purpose

How to Access the Mindset?



How to assess and support?



- A personal development tool
- A research tool
- A pedagogical support
- Charts progress and clusters data
- Maps and profiles in 32 pages
- Guides coaches/instructors in 30 pages
- Resource Workbooks

Rimanoczy I, & Klingenberg, B. The sustainability mindset indicator: A personal development tool. *Journal of Management for Global Sustainability*, 2021. https://ajol.ateneo.edu/jmgs/articles/229/2558

THOUGHTS, QUESTIONS, INSIGHTS? 2



Resources



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