

# HR : Expanding awareness through a Sustainability Mindset



Dr. Isabel Rimanoczy

# The Tip of the Iceberg Challenge



# What mindset created these problems?

Nature as infinite provider of resources

Short term focus

Prioritizing financial returns

Individualism

Unintentional harm, unawareness

Materialistic thinking in business

Limited stakeholders consideration

Fragmenting the problems

Disconnect from personal values and purpose

Linear thinking

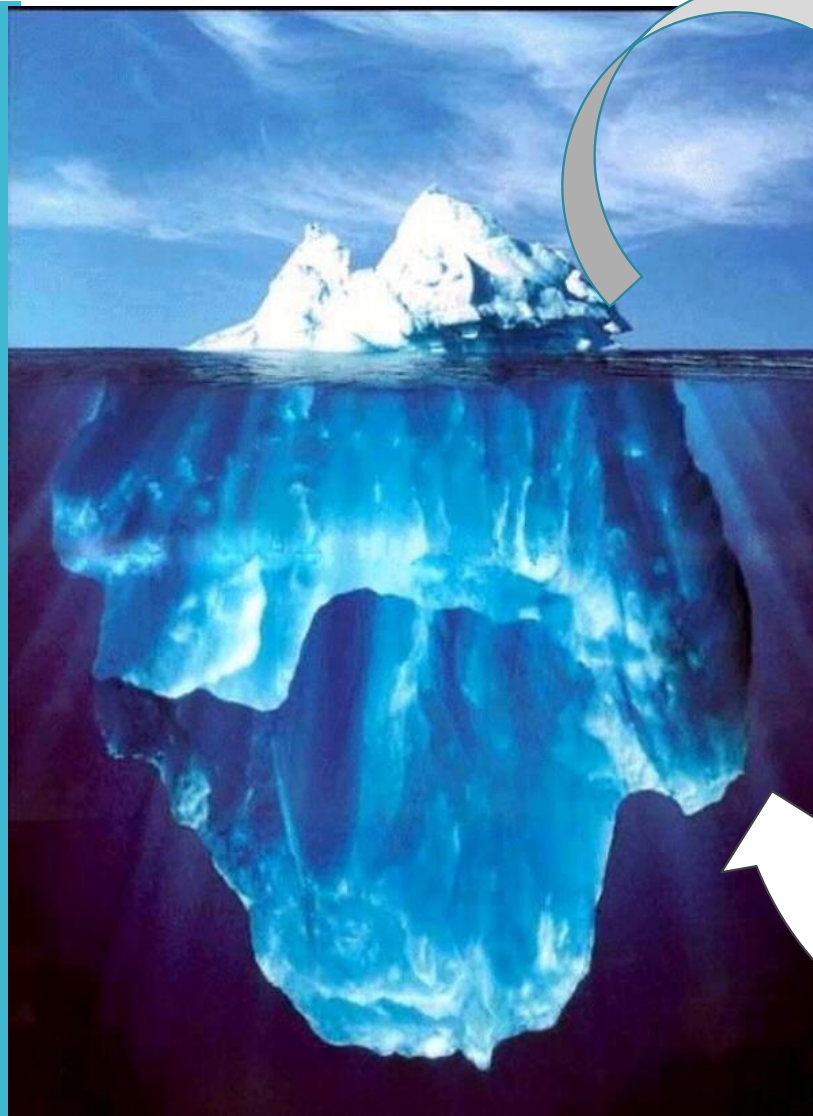
Siloed thinking

Rational thinking, analysis, avoid emotions

Speedy actions and reactions

Fear of risks





Behaviors

A way of thinking  
and being



Why does it  
matter?



# What is a Sustainability Mindset?



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

# The 12 Sustainability Mindset Principles



## Ecological Worldview

- ☐ Ecoliteracy
- ☐ My Contribution



## Systems Perspective

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



## Emotional Intelligence

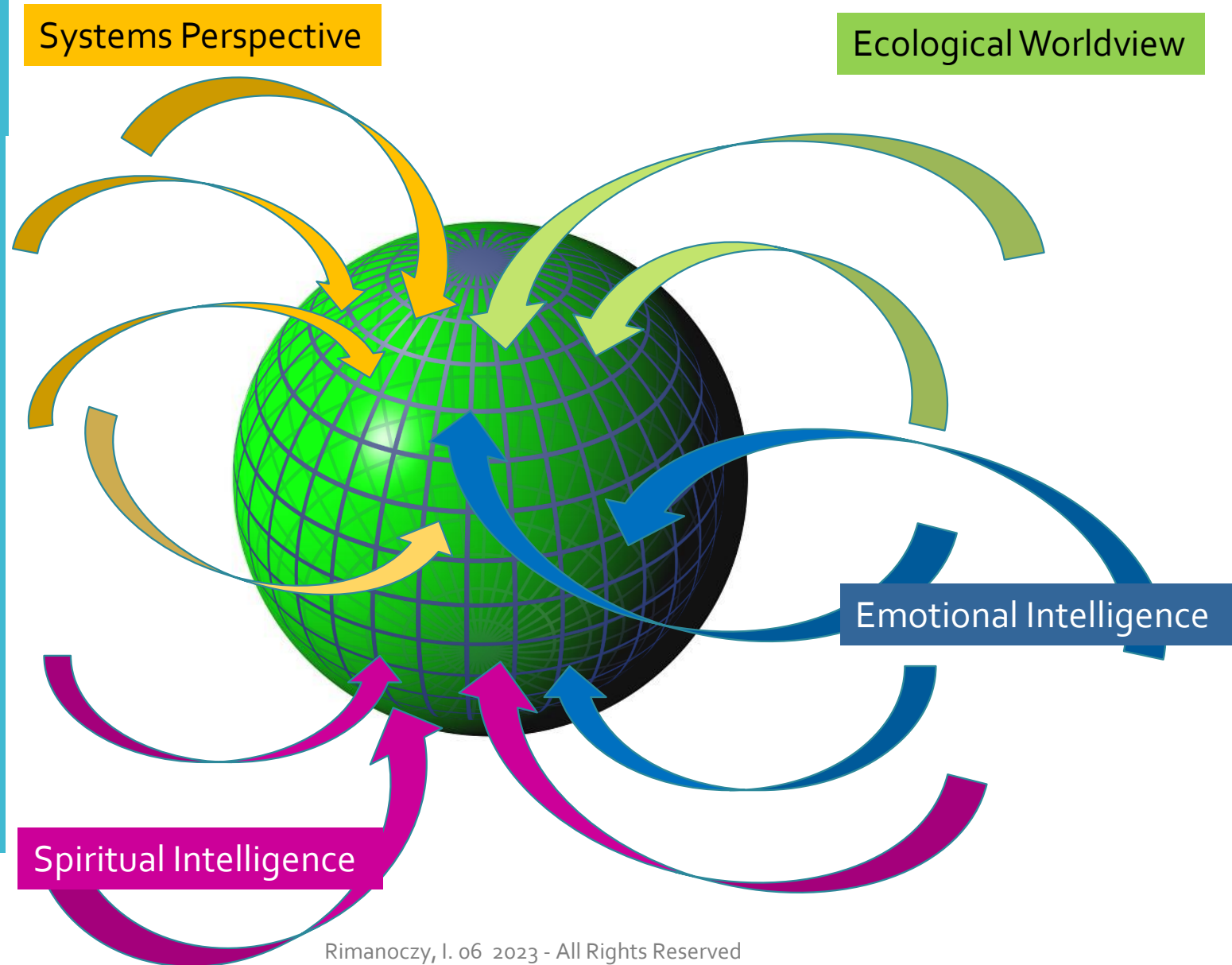
- ☐ Reflection
- ☐ Self-Awareness
- ☐ Creative Innovation



## Spiritual Intelligence

- ☐ Oneness with Nature
- ☐ Mindfulness
- ☐ Purpose

# How to Access the Mindset?



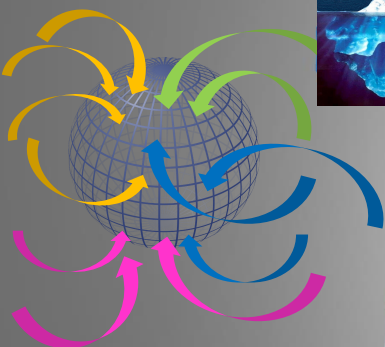


# How to assess and support?



- 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>



# Resources



Sustainability  
Mindset  
Indicator

SMIndicator.com



Isabel Rimanoczy



isabelRimanoczy@gmail.com

[www.IsabelRimanoczy.net](http://www.IsabelRimanoczy.net)

