



NEWS RELEASE

Lessons On The Power of Growth Mindset

2023-07-18

A growth mindset thrives on challenges. It views setbacks not as failures, but as opportunities to learn and improve. This approach, while attractive to many, is difficult to fully embrace. It requires perseverance through difficulties and a willingness to adapt to change. Leaders who embody this way of thinking are rare. Visteon's Ian Scott, Vice President of the European Customer Group, is one such example.

Ian is a veteran at Visteon, having been an integral part of the company for over 30 years. During his nearly four-decade-long career, he has successfully navigated numerous changes within the organization.

In mid-June, Ian Scott hosted a captivating Life as a Leader session. He virtually engaged with over 800 Visteon employees, emphasizing the critical difference between growth and fixed mindsets. He explained how fixed mindsets can easily revert to less desirable habits. As a leader, Ian believes it is his responsibility to enable and empower others. His approach centers on empathy and actively understanding his team's struggles. He equips them with the necessary resources to conquer obstacles.

Ian, currently based in the United Kingdom, shared valuable advice to his younger self:

Observe – Why are some people more effective than others? Observe why and apply those observations to your own role to enhance your effectiveness.

Ask questions – Learning is how we grow; no one is expected to know everything.

During the session, Ian was asked how he encompasses cultural differences in his role. He explained his approach



by emphasizing the importance of finding common ground. This is achieved by focusing on the core issue: what problem needs solving and how to best resolve it. Ian then goes beyond the fundamentals. He highlights that adapting the solution to embrace diversity and respect local cultures is crucial. Ian contrasts this approach with a fixed mindset, which relies on past practices. According to him, maintaining a growth mindset allows for better solutions that benefit both the company and the employees.

At Visteon, we **pride ourselves on our culture** that embraces a growth mindset, nurturing an environment where innovation and continuous learning are encouraged. As a technology company serving the mobility industry, change is constant and frequent which is why we appreciate people who embrace the traits that constitute a growth mindset, like Ian. Does that ring familiar to you? **Explore the career opportunities** at Visteon and apply today!



LinkedIn



Twitter





Facebook



Email

