

# Five leadership skills and mindsets to thrive in uncertainty

## Essential skills and mindsets for leadership excellence

If you're unsure about what the future looks like for you, you're not alone. According to Fortune,<sup>1</sup> **over 70% of employees feel unprepared for the future of work.** While there's no crystal ball to predict the exact capabilities leaders need to navigate the future, we've compiled some of the most critical skills for today's workforce.

In March 2024, we polled almost 200,000 professionals on LinkedIn: **What is the most important skill or mindset to adopt in the face of uncertainty?**

Here are the results:

- Resilience 46%
- Curiosity 26%
- Agility 18%
- Empathy 11%

### 1. Courage

Courage is a foundational mindset for leaders. It's about **stepping forward despite the risks, making tough decisions, and being willing to do more with less.** Courageous leaders inspire their teams to embrace challenges as opportunities, setting the stage for innovation and growth. This bravery underpins the willingness to tackle the unknown, making it a pivotal attribute for those navigating the complexities of today's dynamic environment.

### 2. Resilience

Resilience is not just about bouncing back from setbacks; it's realizing your setbacks don't define you. In a world where **only 37% of individual contributors see themselves as resilient,**<sup>2</sup> developing this mindset is imperative for leaders. It enables them to sustain their efforts and guide their teams through challenges — embodying strength and stability when it's most needed.

### 3. Curiosity

Curiosity drives leaders to explore, ask questions, and seek new solutions. It's a **driving force behind integrating human intelligence with AI,** expanding human potential through a synergy that leverages technology to accelerate development. Leaders who cultivate curiosity within their teams encourage a proactive approach to problem-solving and adaptation.

### 4. Agility

Agility is rooted in flexibility, allowing leaders and their teams to pivot in response to new information or changing circumstances. With **managerial skills accounting for 40% of team agility,**<sup>3</sup> managers are on the hook for cultivating adaptable teams. This skill is critical to the tension leaders face — to be creative and accountable, to innovate new ideas and ensure revenue goals are hit.

### 5. Authenticity

Research from BetterUp Labs provides definitive proof that authenticity positively impacts business, teams, and individual outcomes. Authenticity fosters a team environment where trust is high, and risks are taken. The results? **Authentic managers drive +14% team agility, +10% team energy, +12% innovation, and -13% team conflict.**<sup>4</sup>

Scale the skills you need across your workforce.

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