



EMBRACE AN
EVOLUTIONARY
MINDSET



Leadership in Times of Disruptive Change

Rahaf Harfoush, *Digital Anthropologist and Executive Director, Red Thread Institute*

Disruption is “awesome and terrible, but at the same time,” says Rahaf Harfoush, digital anthropologist and best-selling author in her talk at [Leadercast 2020—Positive Disruption](#). When navigating seasons of disruption, leaders must be intentional about how they will evolve through it. “Disruption always creates opportunities. In all of the chaos that happens... there is always an opportunity for positive disruption.” How will you evolve through the disruptions you face as a leader?

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1. Be mindful of how you use technology. We live in an era of constant distraction due to digital social norms that impede our focus and ability to be creative. “We have to be very careful about the tools we bring into the workplace, because some of the most innovative tools can actually get in the way of innovation,” says Rahaf.

2. Make self-care a priority. Our society celebrates overwork. “But the problem with overwork is that it kills creativity,” she says, noting that you can’t have innovation without creativity. Rahaf shares that when you are intentional about your time for rest and recovery, you actually give yourself the space to reach your goals faster.

3. Embrace an evolutionary mindset. Understand that change and disruption are constant. Rahaf says leaders should commit to being as adaptive and resilient as possible in the face of continuous change.