



Sustainability
Mindset
Indicator

**/INSTRUCTOR REPORT
PREPARED FOR:
Admin
21/Aug/2022**

Thank you for encouraging your audience to participate in the SMI, a personal development tool that supports the evolution towards a more conscious and sustainable Mindset.

You are receiving this Report as part of a Pre-Post assessment you wanted to do with your audience. By now, each of the participants will have received their Personalized Report based on their selections in the SMI, which highlights aspects of their understanding, behaviors and feelings related to the elements of their Sustainability Mindset.

Participants were presented with observations that may be very familiar to them, some that they might recognize, and others that perhaps do not resonate with them. Individuals are in different places on their personal journey, and as we create their reports, we invite them to take and use what they need and that which makes sense to them.

They also received questions to ponder, suggestions regarding actions and activities they can try, and detailed information related to the aspects addressed by the report, and how these are related to the Sustainability Mindset.

The Personalized Report is intense and extensive. Invite your audience to read theirs slowly, and to make the most out of it. Encourage them to pause, take notes, and reflect. And be sure to support their processing of information through activities and dialogues that you tailor. Remind each individual that this process and the report are all about, and for them. There are no wrong answers. Only good options, and perhaps some that they hadn't thought of.

Explore ways to help your audience enjoy their journey into the realm of the Sustainability Mindset. It may be a unique opportunity to focus on themselves, on how they can be their best selves, for them and for the world.

WHAT YOU WILL FIND IN THIS REPORT

This Instructor Report presents the post-results, followed by a comparison with the pre-results. In the following pages you will find

- the post-graph with the distribution of the 12 assessed aspects, as a group aggregate (Fig.1)
- as well as a graph showing the aggregate development of understanding (cognitive), behaviors and feelings (affective) (Fig. 4).

As you observe these graphs, you will see which are now the strongest aspects for your group.

- Fig. 2 complements this perspective and provides you with a quantitative view, displayed in columns.
- As the questionnaire also allows to choose “Neither”, you will also find graphs that show how many participants now chose that option (Figs. 3 and 5).

Following these graphs, we have included again the brief framing of the four content areas: Ecological Worldview, Systems Perspective, Emotional Intelligence and Spiritual intelligence, in the same way as it was presented in the pre-report.

At the end of this report, you will find graphs that identify what changed: overall for each principle, for the cognitive, behavioral and affective dimensions, as well as the number of “neither” choices.

For ideas and resources on how to develop the different aspects of the Sustainability Mindset in your course, training or coaching activities, please refer to ***The Sustainability Mindset Principles: a Guide to developing a mindset for a better world*** (Rimanoczy, 2021), the ***SMI Resource Workbooks*** (Rimanoczy, 2022) and our [workshops](#) (Action Lab and SMI Certificate). You are also welcome to contact us with your questions and comments at info@SMIndicator.com.

Enjoy your role as a change accelerator - it may be the most important task of our times!

Your SMI Team

/SMIndicator **GRAPHS**

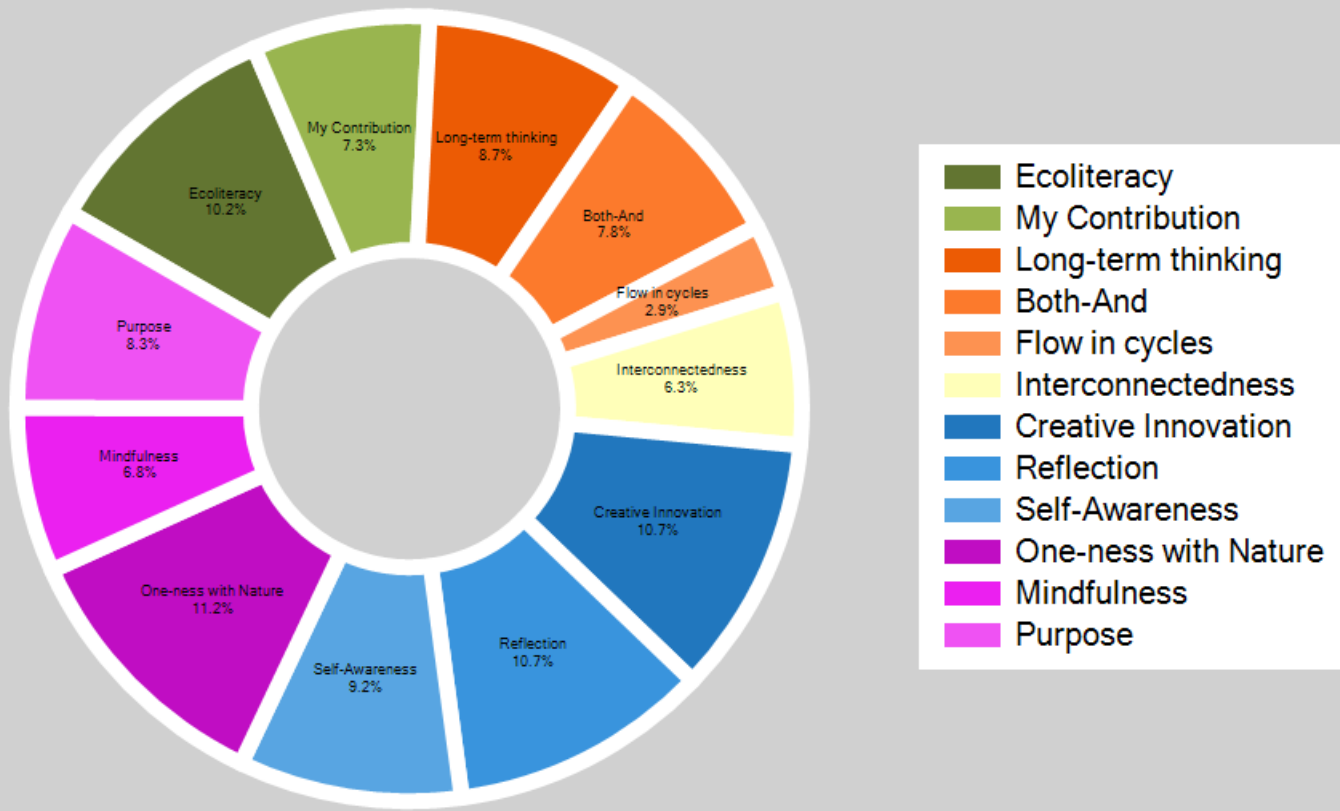


Figure 1

This graph presents the relative weight of the different Sustainability Mindset Principles across all participants.

WHAT THIS TELLS YOU

Think of this as a map of your group as a whole at the end of your course or teaching intervention. Which are now their strongest areas? Which aspects of a Sustainability Mindset could still be reinforced or further developed? Is there something else you would like to support your group with in the future?

Aggregate PTSM

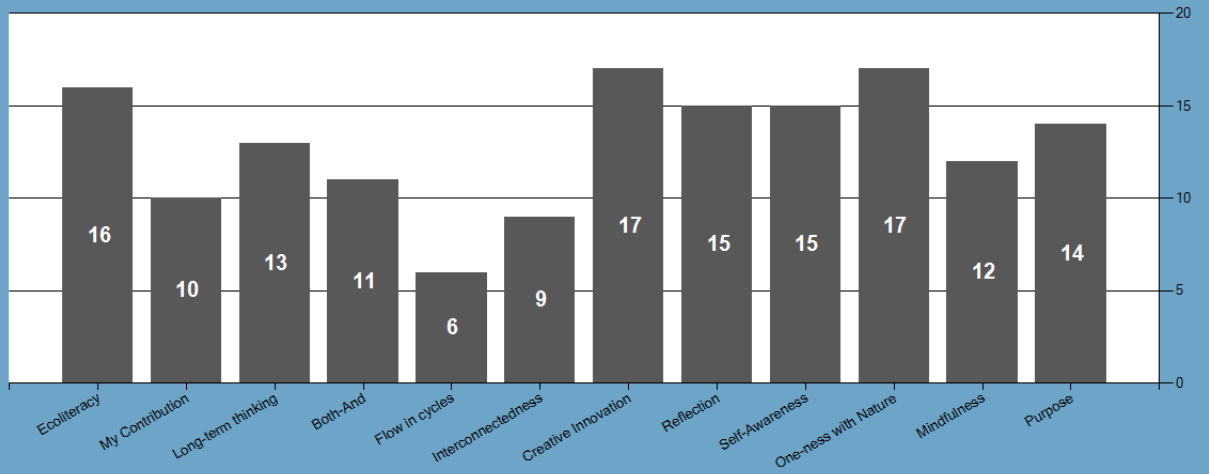


Figure 2

This graph complements the information from Figure 1 and provides you with a quantitative view. The maximum possible score for your group is indicated.

WHAT THIS TELLS YOU

This graph shows the trend of your group in the aggregate, in terms of their cognitive understanding of the different Sustainability Mindset aspects, as well as how they express those aspects in concrete actions and behaviors, and how they engage their feelings.

Please note that some participants decided to answer with "Neither". We use the expression Points towards a Sustainability Mindset (PTSM) for the choices that represent the presence of a Sustainability Mindset aspect; we use the expression Points towards a Conventional Mindset (PTCM) for the choices that represent the absence of that Sustainability Mindset aspect, thus are indicators of a Conventional Mindset. The distribution of PTSM, PTCM and "Neither" answers are shown below in Figure 3.

Distribution of PTSM, PTCM and Neither Answers

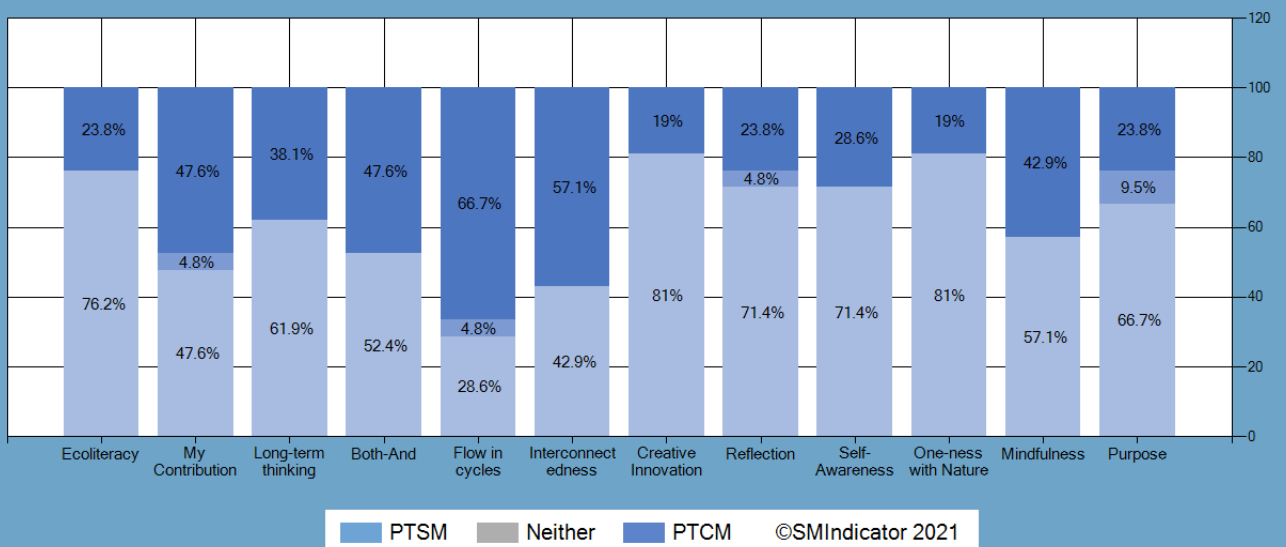


Figure 3

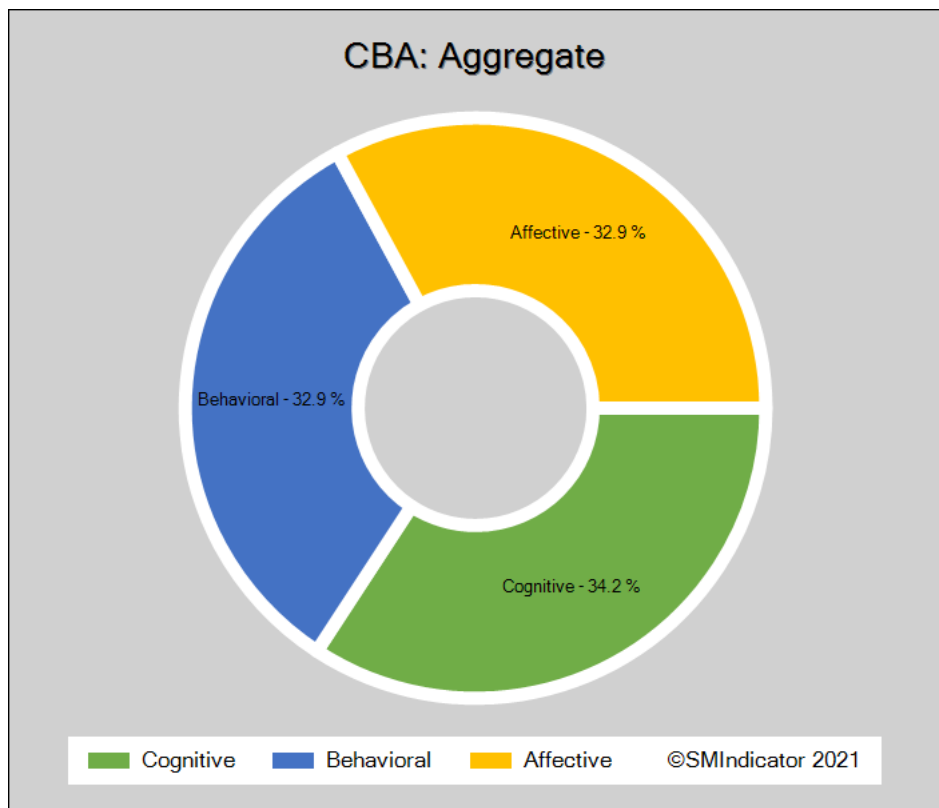


Figure 4

Figure 4 shows you the aggregate, relative post-distribution over all principles of answers reflecting cognitive, behavioral and affective dimensions.

WHAT THIS TELLS YOU

The ideal graph would show an even distribution of the three dimensions. Analyze this graph to understand if your group is now engaged in the aspects assessed for a Sustainability Mindset predominantly through their emotions, or through their intellect or their behaviors. Use this information to get an overall perspective of your group. This is not an average but rather an aggregate, so remember that the extremes do not cancel each other out.

You will find the drill-down of how your group (in the aggregate) balances these three dimensions for each of the 12 aspects later on in the report.

Distribution of PTSM, PTCM and Neither Answers for CBA

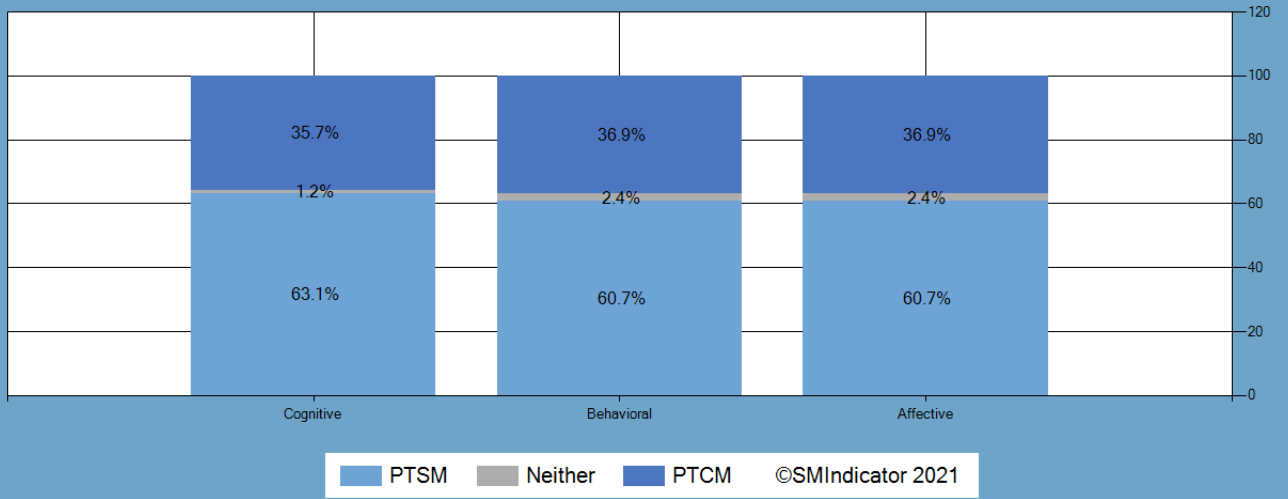


Figure 5

Figure 5 shows how many participants chose “Neither” per dimension in the aggregate score of all the aspects assessed.

WHAT THIS TELLS YOU

The selection of “Neither” only indicates that the individual didn’t feel represented by the available statements. This can be due to different reasons: lack of understanding of a statement; not feeling represented by the statements, or unwillingness to select one upon the other because “both” are equally important. The selection of Neither may signify that the individual is in transition, from one way of seeing the world to a new one, no longer where s/he was, and not fully in the new place. Neither may also be a way to express discomfort with the need to make a selection, particularly among topics sensitive to the individual.

In the comparison graphs at the end of the report you can see potential changes, i.e., if fewer or more participants now chose “Neither”.

WHAT YOU CAN DO WITH THIS INFORMATION

After identifying the strengths and potential development areas of your group, explore the overall trends: Are they mostly cognitive? Do they engage sufficiently in actions? Do they tend to connect with their feelings? These data will give you insights regarding where to focus to maximize the support and development of your group. You will be able to select activities, exercises and interventions that challenge your audience while offering a safe and nurturing atmosphere.

Remember that this report is an aggregate, and individuals score in different ways. You can invite your group to go back to their Personalized Report and share with you what they found most interesting and what they would like to work on. If they are willing to indicate what support or activities they might find most valuable, it will help you help them even more.



/ECOLOGICAL WORLDVIEW

An ECOLOGICAL WORLDVIEW is the result of having an intellectual and affective broad understanding of the planetary challenges, how they are interrelated, and how we are contributing to them.

PRINCIPLE #1

ECOLITERACY

Understanding the state of the planet allows us to be more fully aware of the challenges, the complexity of how they are linked to each other, and to explore what it means to us.



WHAT IS ASSESSED HERE:
**HOW WE UNDERSTAND THE ENVIRONMENTAL
AND SOCIAL CHALLENGES, AND HOW WE FEEL
ABOUT IT, AND THE IMPACT ON OUR
BEHAVIORS.**

WHY IT MATTERS

We are definitely living in a time of information overload. It is challenging to stay on top of all that is happening, while keeping up with our own obligations and activities. Furthermore, sustainability news tends to be on the negative side, creating doomsday scenarios and scary prophecies that can trigger anxiety, and not precisely inspiring us to act. We may tend to avoid the news because it makes us feel bad, sad, or concerned.

Yet we tend to underestimate our own power and influence in shaping a better world. As a matter of fact, if the challenges we are currently experiencing are a product of past problematic behaviors, then we are also positively shaping the future of the planet with our current mindful decisions and restorative actions.

That opens up one interesting path. Understanding the scope of the sustainability challenges, from the environmental and social perspective, allows us to start noticing linkages, relationships and connections.

The other powerful path is in our emotions. When we allow ourselves to connect from the heart with the reality of the news and find small ways to change our behavior, we are more present and don't need to live with our divided selves. This can be very fulfilling.

How your group balances the cognitive, behavioral and affective dimensions

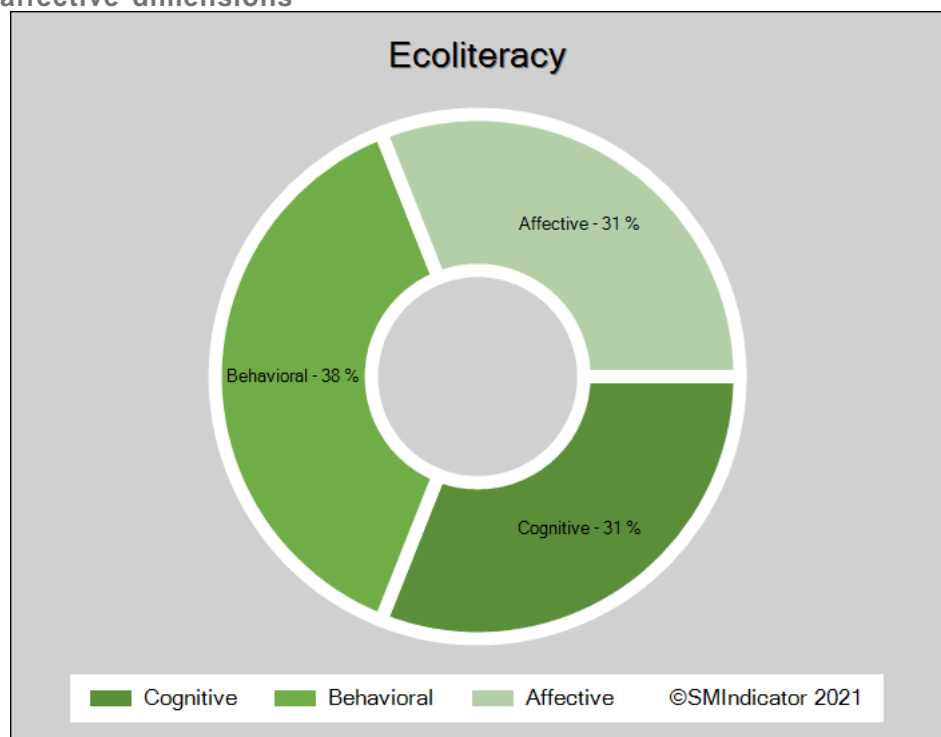
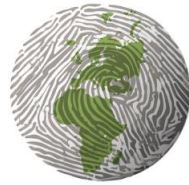


Figure 6

PRINCIPLE #2

MY CONTRIBUTION

When we identify the ways in which we are unintentionally contributing to the problems, we have a chance to do something about them. It also expands our consciousness, and develops social sensitivity.



WHAT IS ASSESSED HERE:

**HOW WE SEE THE RELATION BETWEEN
INDIVIDUAL DECISIONS AND PLANETARY
CHALLENGES, HOW WE FEEL ABOUT IT AND THE
IMPACT ON OUR PERSONAL BEHAVIORS.**

WHY IT MATTERS

Thinking of how we are personally contributing to the planetary challenges may not be something we do daily. Our demanding lives have many obligations and don't leave much time for reflection on this. We are busy getting things done!

Yet when analyzing the current un-sustainability of our planet, science has clearly established a link between human behaviors in past decisions and the current problems we face. Much attention is now focused on how to repair the damage done, and how to restore damaged, depleted or endangered resources. Scientists and entrepreneurs study how to minimize current or future problems at the environmental or social level, and how to innovate to avoid negative impacts into the future.

If we collectively influenced the place we find ourselves in now (with all of its problems), that means we also hold the key to influence where we will collectively be in the future – we meaning humankind at large, or, from a closer perspective, our families, children and grandchildren.

How your group balances the cognitive, behavioral and affective dimensions

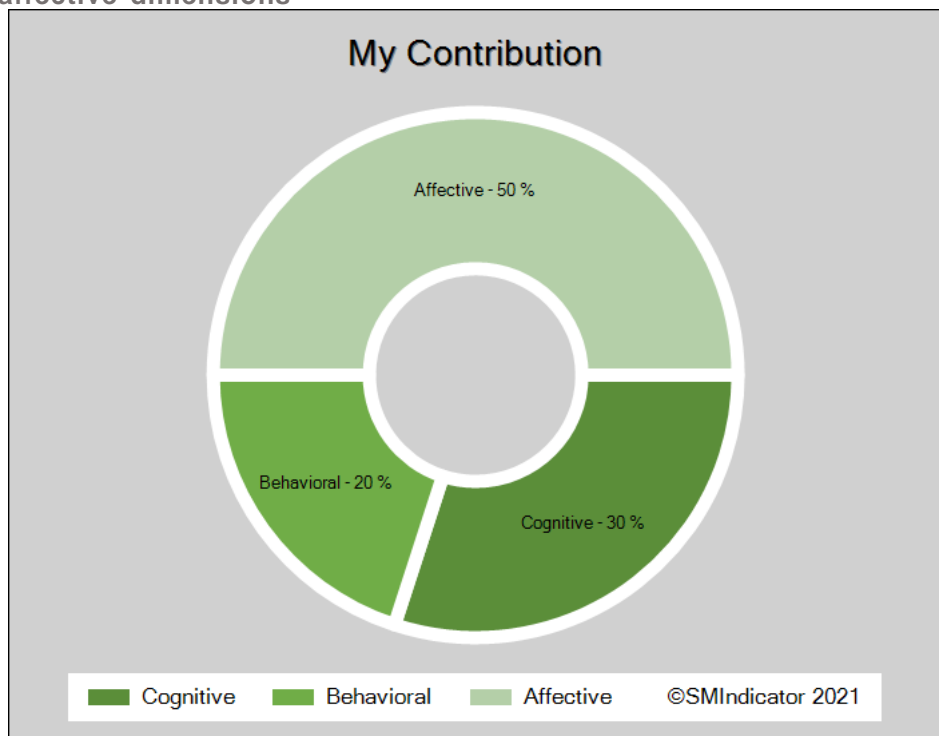


Figure 7



/SYSTEMS PERSPECTIVE

A SYSTEMS PERSPECTIVE when analyzing information and making decisions has a major impact on the sustainability of our actions.

PRINCIPLE #3

LONG TERM THINKING

Every action has consequences that are not immediately visible.

Considering the long-term when analyzing situations and making decisions has a positive impact on global sustainability.



WHAT IS ASSESSED HERE:

HOW WE THINK ABOUT THE LONG-TERM IMPACT WHEN ANALYZING AND MAKING DECISIONS, COMPLEMENTING SHORT-TERM THINKING; HOW WE FEEL ABOUT IT, AND THE IMPACT ON OUR BEHAVIORS.

WHY IT MATTERS

There is definitely a tacit pressure to act promptly and focus on that which needs immediate attention. This is very important, and there are many circumstances where this way of responding is the optimal, or even the only one that matters. A fire in the house, for example. We can sense the urgency and it is not a good idea to pause and reflect on the long-term implications of the fire.

But for many daily decisions the context is different, and yet we still prioritize short-term thinking, often without even weighing any medium- or long-term impacts of what we are doing. The stream of life, our colleagues, perhaps everyone with whom we interact takes for granted that we “all” act this way.

On the other hand, with greater understanding of the social and environmental problems we are facing, it has become clear that the law of cause-and-effect is always at play, even if not immediately obvious. In other words, the consequences of our daily actions do have impacts - some over time, some just in a different geography, and many on both.

As with other aspects which are key for a sustainability mindset, it is not a question of choosing one over the other, but a matter of balancing both views and taking both time horizons into account. This mental habit expands our consciousness, as we become more aware of the way we are impacting others and the world. Not thinking about this doesn't stop it from happening. Stretching our imagination to consider potential impacts across time helps us make better decisions, and play a more active role in shaping a better world.

How your group balances the cognitive, behavioral and affective dimensions

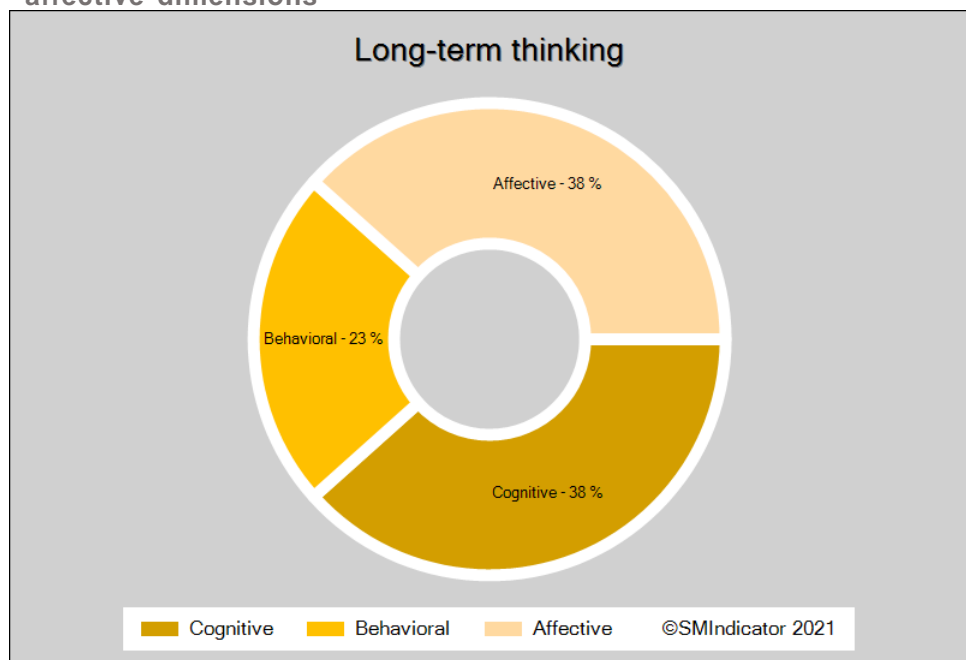
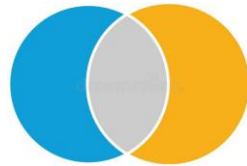


Figure 8

PRINCIPLE #4

BOTH+AND THINKING

Both+And thinking allows us to understand paradoxes, and calls for creative solutions that are inclusive of all stakeholders.



**WHAT IS ASSESSED HERE:
HOW WE THINK ABOUT AND DEAL WITH
AMBIGUITY AND PARADOXES, HOW WE
RECOGNIZE DIVERSITY, FEEL ABOUT IT AND ACT
TOWARDS IT.**

WHY IT MATTERS

It seems that today, more than ever, we are collectively being confronted with paradoxes and ambiguity. Increased transparency and access to information from around the world makes us aware of very different ways of thinking, being and acting with which we may not agree or be comfortable.

Challenging as this may be, there is a benefit to it: We are becoming aware of our own worldviews just by realizing that there are other ways of seeing and feeling. This is an evolutionary insight of great value, the foundation for more peaceful societies. In a way, life is prompting us to expand our understanding and our scope of caring, which go hand in hand.

When we understand something, we can begin caring. This is the start of a better world for all.

How your group balances the cognitive, behavioral and affective dimensions

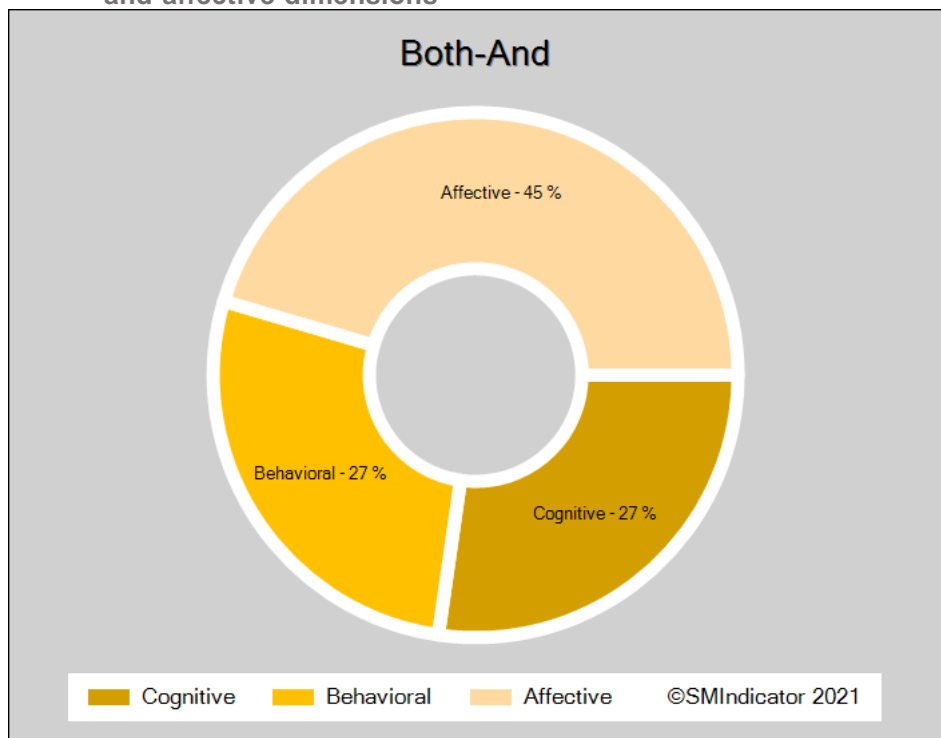


Figure 9

PRINCIPLE #5

FLOW IN CYLCES

There are no linear processes in Nature: Everything flows in cycles of birth, growth, death, and rebirth. Many aspects of man-made unsustainability of the planet are a result of the misconception that we are not governed by this law of Nature.



WHAT IS ASSESSED HERE:

HOW WE BALANCE OUR CAPACITY TO ANALYZE AND PLAN WITH THE UNDERSTANDING OF NATURAL CYCLES, AND MAKE THEM PART OF OUR MINDSET.

WHY IT MATTERS

You may be wondering how planning is related to the key aspects for a sustainability mindset. The connection is not in the planning as an activity per se, but in the way we think and process information when we plan. Planning is about organizing and structuring in order to control outcomes, and we frequently assume simple cause-effects relationships. But what about multi-effects, multi-causes, and feedback loops?

Contrast this with the sustainability problems we are facing. To begin with, they are complex and multidimensional by their very nature. Many are the result of our linear thinking, for example we believe that we can pursue unlimited growth, yet depletion of natural resources shows us this is not possible. Our reliance on the human mind can create a collective assumption that we are in control, but a “small” manifestation like Covid-19 arrives as a surprise to debunk the myth of our own superiority.

Planning in itself is not the problem but rather, excessive reliance on carefully crafted steps, and forgetting the natural cycles of growth and decline.

How your group balances the cognitive, behavioral and affective dimensions

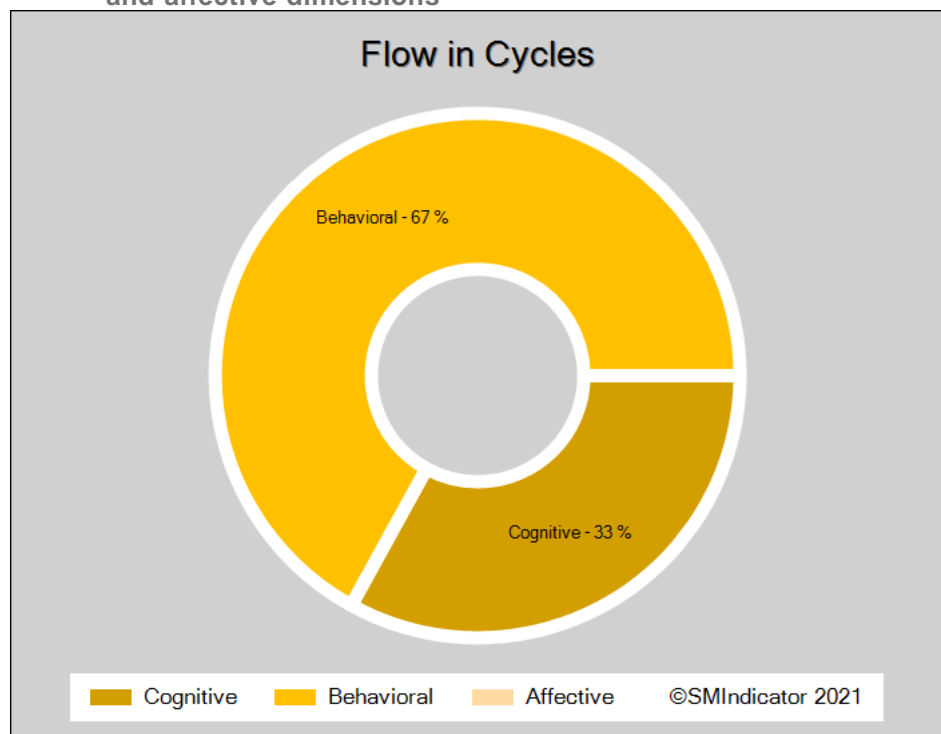


Figure 10

PRINCIPLE #6

INTERCONNECTEDNESS

When we see interconnectedness, we understand the importance of diversity, and our decisions and actions become more inclusive, which contributes to the sustainability of the whole.



**WHAT IS ASSESSED HERE:
HOW WE UNDERSTAND AND EXPERIENCE
INTERCONNECTEDNESS, VERSUS VALUES LIKE AUTONOMY
AND INDEPENDENCE.**

WHY IT MATTERS

The polarities of independence vs. interconnectedness and competition vs. collaboration are of particular relevance when focusing on sustainability. To begin with, the environmental and social challenges are complex and multidimensional, making it impossible for any one person to solve them on their own. It is only through collective thinking, action and the collaboration of multiple stakeholders that we will be able to develop alternatives. (This, by the way, makes sustainability a great opportunity for contributing personal skills to a larger cause).

While certain cultures have a collectivistic framework, most of the western-northern culture - widely exported and globalized - is individualistic and celebrates personal achievement. However, is this realistic and even feasible?

How your group balances the cognitive, behavioral and affective dimensions

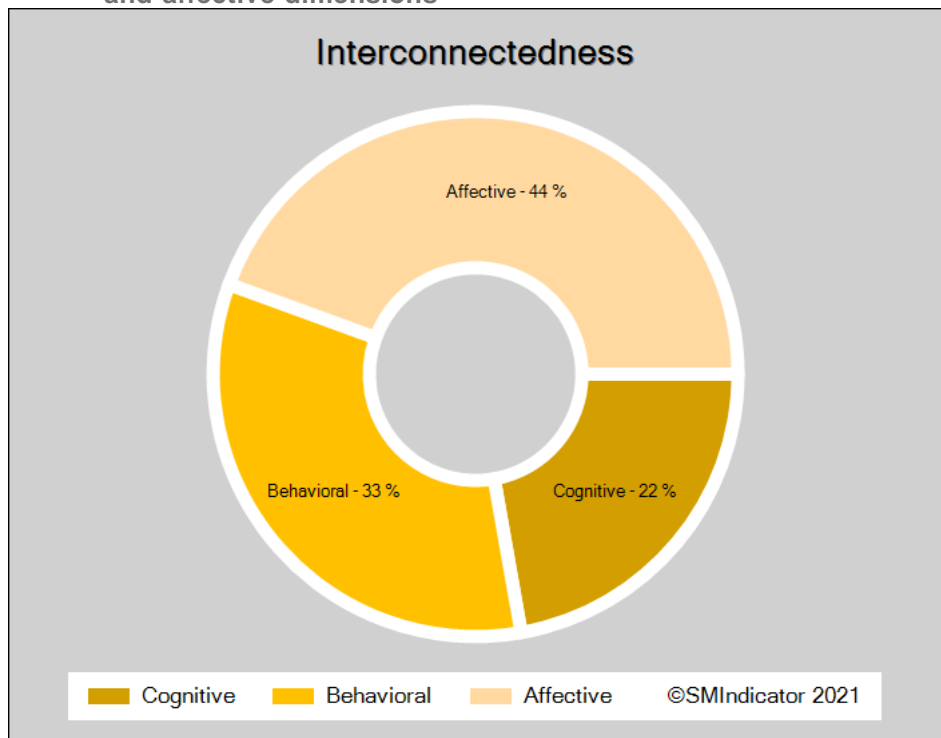


Figure 11



/EMOTIONAL INTELLIGENCE

Understanding ourselves through the anchors of our identity, the pace of our life, and how we consider our intuitive wisdom are key for a Sustainability Mindset.

PRINCIPLE #7

REFLECTION

Reflective practices help to pause, and to ponder the situation and its implications before jumping into action.



WHAT IS ASSESSED HERE:

**HOW WE NOTICE OUR OWN PACE, AND HOW WE
BALANCE RAPID RESPONSE WITH MAKING TIME
TO PONDER AND REFLECT BEFORE ACTING.**

AND HOW THIS MAKES US FEEL.

WHY IT MATTERS

Since we are looking at these aspects from the perspective of a sustainability mindset, let's pause and think about what behaviors might be most effective as well as much needed. While there is a call for urgent action about climate change and the related social and environmental problems, many modern sustainability challenges are actually the result of overlooked potential impacts.

For decades, well-intended decisions were largely made by quickly identifying the best option. But today we are understanding better those problems are complex, that solutions impact a multiplicity of future stakeholders, and that there are always consequences.

Of course, it is not possible to anticipate all scenarios, but pausing and checking assumptions can be very useful to avoid future problems. For example, what can we learn to avoid or repeat from past experiences? Can we identify in hindsight, what was at stake? When we have more information, we can better weigh alternatives.

All of this, however, is at odds with speed. We cannot both act fast and ponder carefully. The question becomes: Is decisiveness and fast action coming at an expensive price for you and others, us, the next generations, and the ecosystem? Food for thought!

How your group balances the cognitive, behavioral and affective dimensions

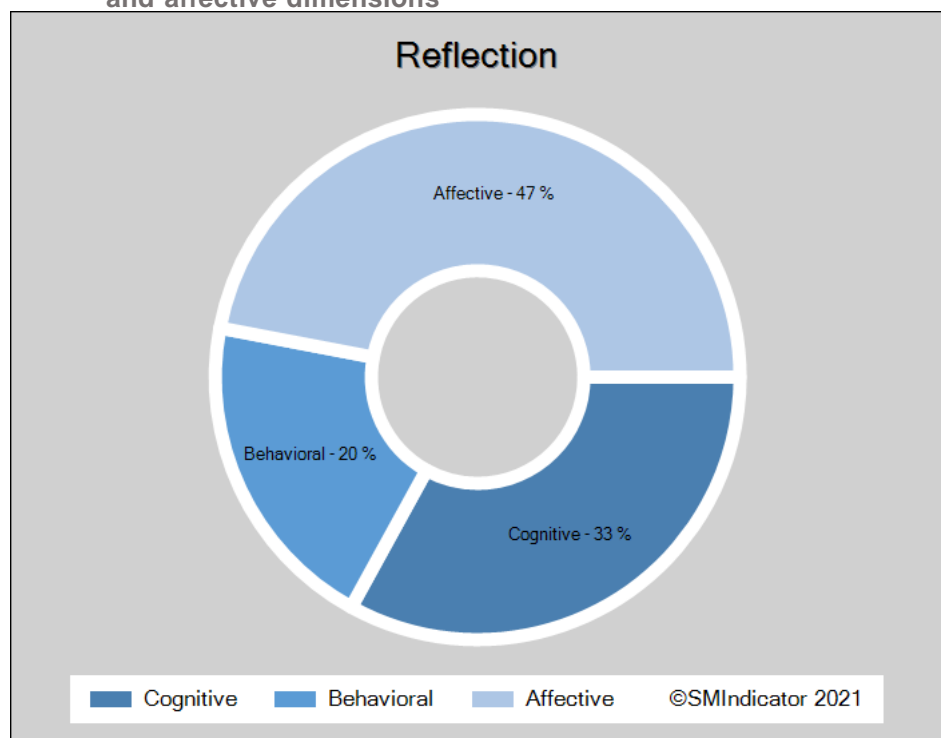


Figure 12

PRINCIPLE #8

SELF-AWARENESS

When we explore our personal values, beliefs, assumptions and motivations, we gain greater control over our actions and we can see new alternative behaviors.



WHAT IS ASSESSED HERE:

HOW AWARE WE ARE ABOUT THE ANCHORS OF OUR IDENTITY AND OUR VALUES; HOW WE FEEL AND ACT IN CONSEQUENCE.

WHY IT MATTERS

This survey was designed around the Sustainability Mindset, which is a way of thinking and being, to optimally adapt to the moment in which we are living. This Mindset focuses on using our natural gifts to shape a better future for ourselves and for all, the ecosystem included. Research has proven that what may sound overwhelming, actually can be broken down into small, realistic ways to contribute to the greater good, and as you know, feel great at the same time. The first step is taking a fresh look at what surrounds us.

Undoubtedly, there are social and environmental challenges everywhere. Some happen locally, others across borders. You are aware that science has been linking many of these issues to human behaviors, such as consumption of unhealthy foods, depletion of natural resources, pollution or contamination of air, soil and water. And we are left to deal with the consequences today, trapped in a paradigm that prioritizes values that have a negative impact, such as thoughtless consumption.

But at the same time, it's worth remembering that our habits today are still (unintentionally) contributing to more of these problems in the future. And vice versa: small changes in a habit today can do its part to shape a better future.

How your group balances the cognitive, behavioral and affective dimensions

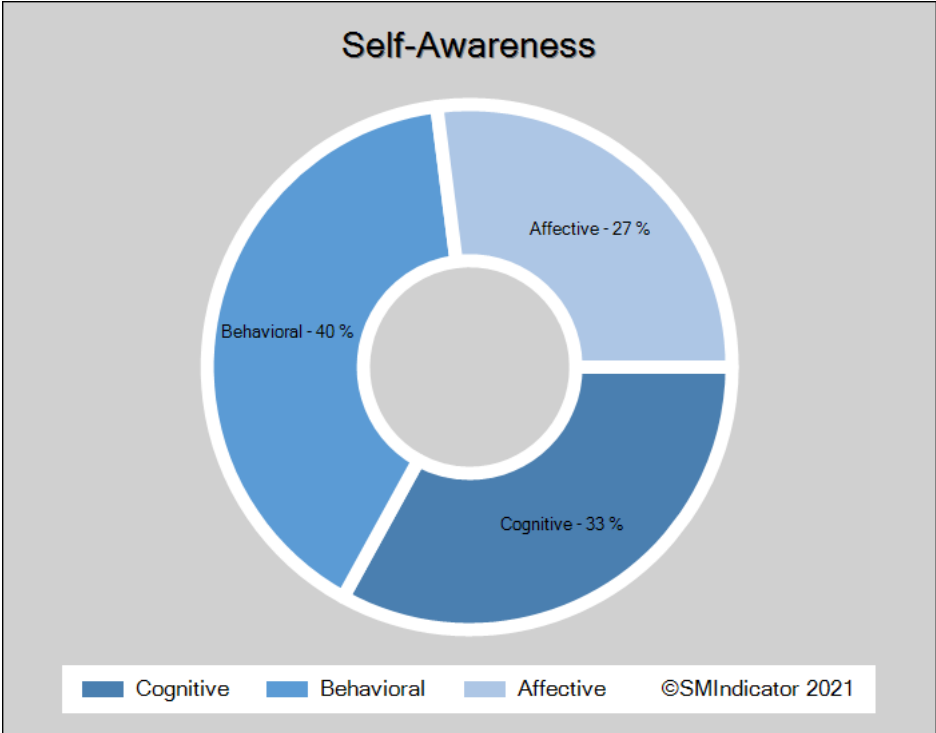


Figure 13

PRINCIPLE #9

CREATIVE INNOVATION

Resilience is based on constant creativity, innovation, and experimentation. When we neglect the non-rational wisdom we have in us, our solutions are missing critical information, and may create negative impacts on the ecosystem and society.



WHAT IS ASSESSED HERE:

HOW WE INCORPORATE NON-RATIONAL INFORMATION, INTUITIVE KNOWING, CREATIVITY AND IMAGINATION, IN ORDER TO BALANCE RATIONAL THINKING, AND HOW WE FEEL ABOUT IT.

WHY IT MATTERS

The sustainability challenges we are facing are largely new, and as COVID-19 taught us, increasingly situations arise for which we don't have previous experience or science on which to rely. We have become more aware of this complexity of our challenges, and we are skeptical of simplistic solutions.

However, this also requires entry into uncharted territories. Our world is certainly giving preference to rational and logical thinking. But resilience calls for flexibility in adapting to new situations, and this entails innovating and experimenting.

Definitely having no clear blueprints to follow may be disturbing, yet there are no choices but to take some risks.

How your group balances the cognitive, behavioral and affective dimensions

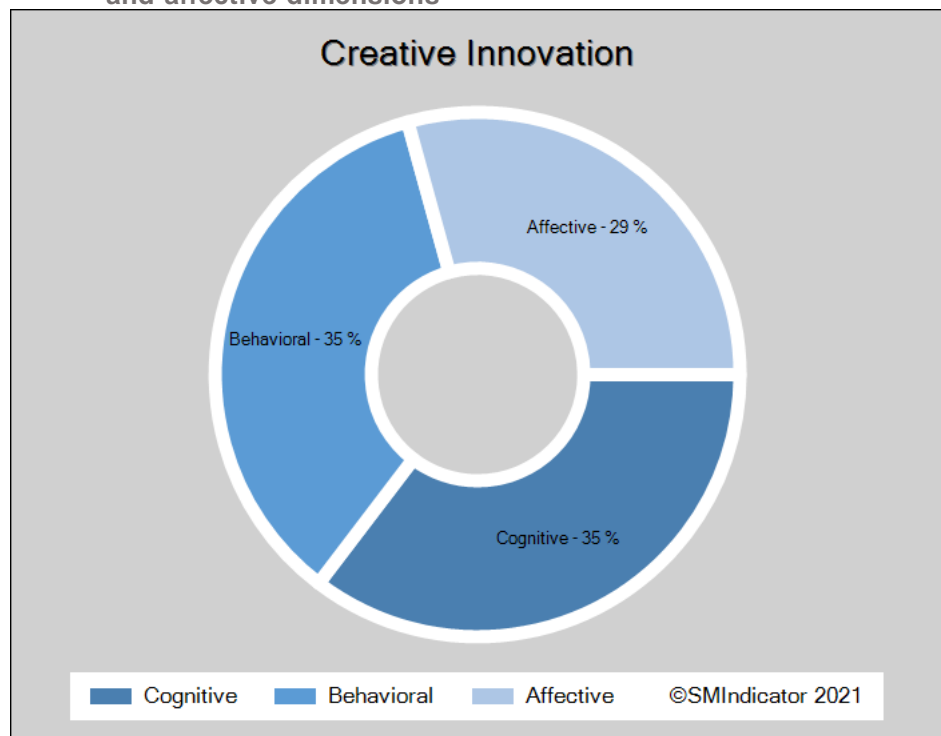


Figure 14



/SPIRITUAL INTELLIGENCE

The spiritual orientation to Nature, to ourselves and to others are key factors for a Sustainability Mindset, as they impact the quality of our actions.

PRINCIPLE #10

ONENESS WITH NATURE

Understanding that we are one with Nature, a species within species, is a powerful spiritual experience that can shape behaviors leading to a more harmonious relationship with each other and all beings.



**WHAT IS ASSESSED HERE:
HOW WE EXPERIENCE NATURE, HOW WE
UNDERSTAND THE HUMAN RELATIONSHIP WITH
NATURE, AND OUR RELATED FEELINGS AND
BEHAVIORS.**

WHY IT MATTERS

Research has indicated that the experience of oneness with Nature has a direct connection to shaping a more sustainable society and planet. However, this is not mainstream.

According to a 2018 United Nations study, over 55% of the world's population lives in urban areas, a proportion that is expected to increase to 68% by 2050. As a result, for many of us, the disconnection from Nature is rather "natural." Hectic life in large cities makes it difficult for us to remember that we are more than individuals moving through traffic and buildings.

We need to re-connect with Nature and re-establish the experience of oneness that has been lost, causing not only spiritual alienation but also the artificial separation from the ecosystem. It has been found related not only to spiritual alienation, but is the root cause for many unsustainability behaviors.

We may know it in our head, now we have the opportunity to make room for a sensorial, intuitive understanding. It is not something to be learned, but rather an experience that we allow to happen, and which makes us remember something we have always known, but had forgotten.

How your group balances the cognitive, behavioral and affective dimensions

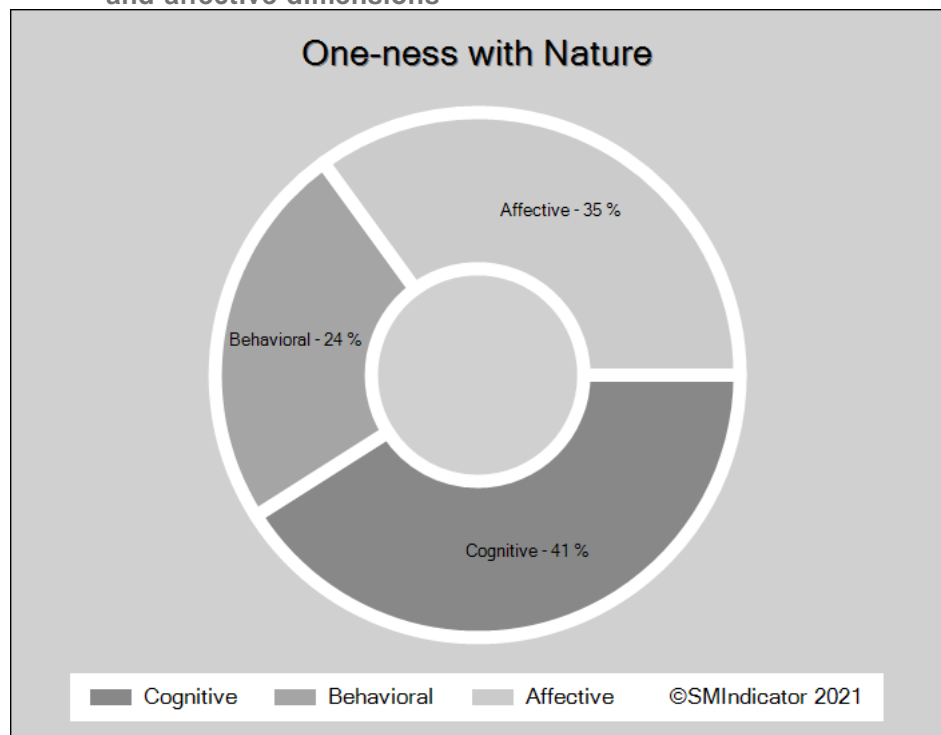


Figure 15

PRINCIPLE #11

MINDFULNESS

Mindfulness is being fully present, experiencing connectedness with all that is. Mindfulness enhances awareness and compassion, and predisposes to social and environmental actions.



WHAT IS ASSESSED HERE:

HOW WE THINK ABOUT THE MEANING, ROLE AND VALUE OF MINDFULNESS AND ITS PRACTICE, AND HOW WE FEEL ABOUT IT.

WHY IT MATTERS

From the perspective of a Sustainability Mindset, mindfulness is both a key practice and an amazing result. Research has shown a direct link between individuals that have some contemplative practices not just with their physical and psychological health, but also with the emergence of feelings of empathy and compassion.

This creates a disposition towards positive social and environmental actions, and the resulting satisfaction feeds a positive reinforcing loop. In other words, the better we feel about something we've done, the more we seek to repeat the experience.

When we access and display a more balanced version of ourselves, we convey an unspoken message to the people with whom we interact, not just by what we say or how we behave, but through our attitude and energy. This has a proven positive influence on others, as science has identified with the phenomenon of "emotional contagion."

In other words, when we develop a sense of peace for ourselves, we are also radiating a gift of peace to the world.

How your group balances the cognitive, behavioral and affective dimensions

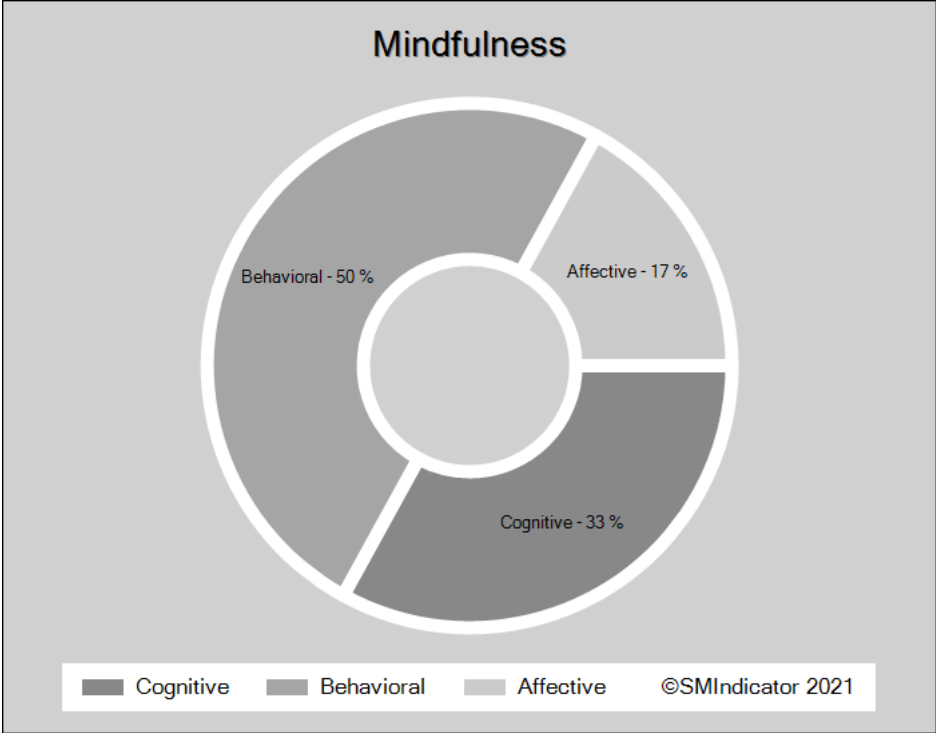


Figure 16

PRINCIPLE #12

PURPOSE

Defining our purpose provides an unconscious compass, and when it is grounded in values of our higher self, we actively shape a better world.



WHAT IS ASSESSED HERE:

WHAT WE THINK ABOUT HAVING A PURPOSE IN LIFE, PARTICULARLY SOMETHING THAT IS IN SERVICE TO OTHERS; HOW THIS FITS OUR REALITY AND HOW WE FEEL ABOUT IT.

WHY IT MATTERS

The research regarding core aspects for a Sustainability Mindset identified the role of activities intentionally done for the “greater good.” The state of our planet is such that it requires each of us to step up and play an active role in shaping a better world.

The actions needed, whether large or small, share a similar result: they provide us with a feeling of joy, which then we want to replicate in order to feel good again, thus creating a reinforcing loop. Interestingly, we tend to think that we need to take care of ourselves first, before helping others, but the facts show that when we do small acts of kindness for others, we feel much better ourselves.

How your group balances the cognitive, behavioral and affective dimensions

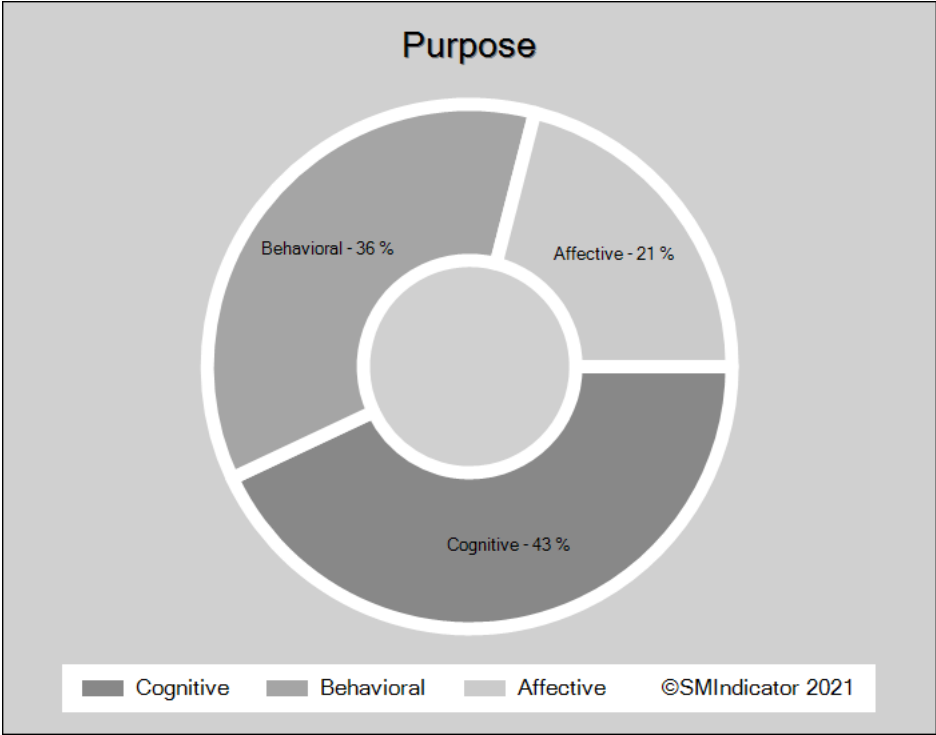


Figure 17

What Changed

The following graphs show you what changed when your group took the Indicator the second time, followed by tables providing you with percentage changes.

Figure 18 together with Table 1 indicate how the overall answers for each of the Sustainability Mindset principles changed.

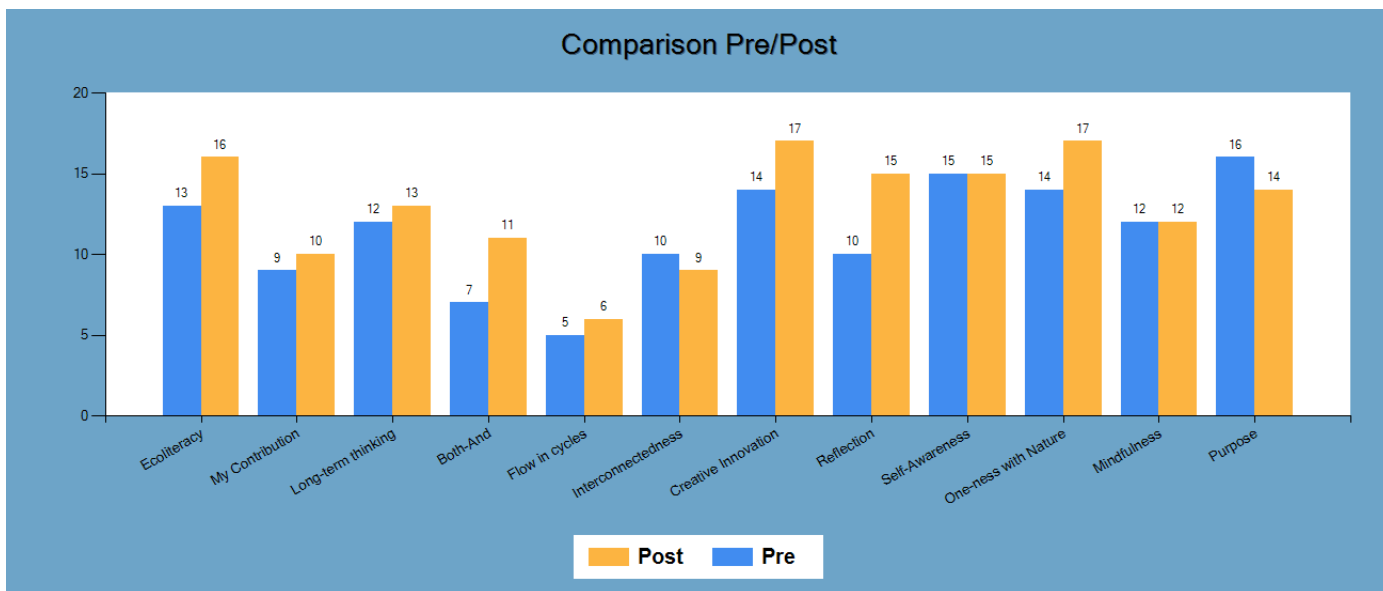


Figure 18

Principle	Percent Change
Ecoliteracy	23%
My Contribution	11%
Long-term thinking	8%
Both-And	57%
Flow in cycles	20%
Interconnectedness	-10%
Creative Innovation	21%
Reflection	50%
Self-Awareness	0%
One-ness with Nature	21%
Mindfulness	0%
Purpose	-13%

Table 1

The changes in cognitive, behavioral and affective aspects of your group are shown the next graph (Fig. 19), together with the percentage changes given in Table 2.

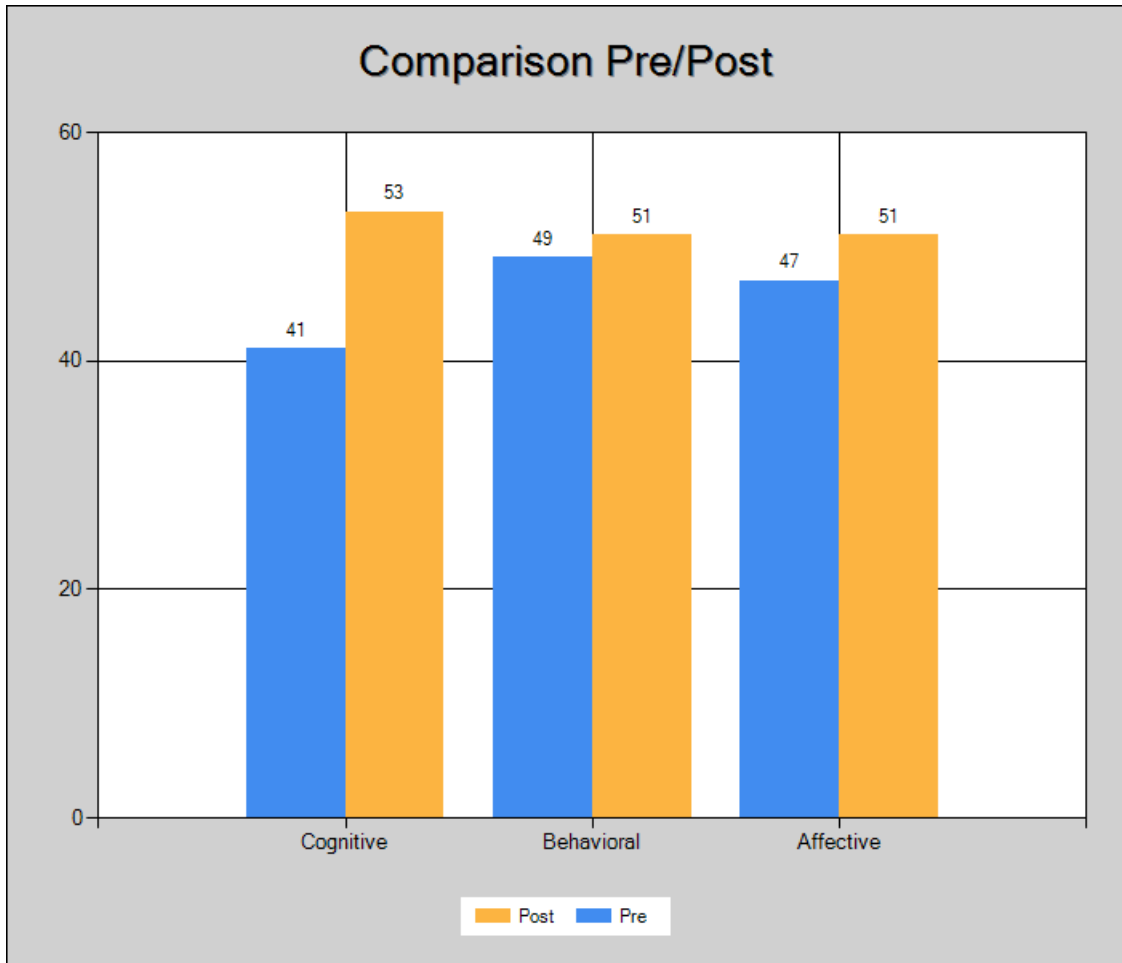


Figure 19

CBA Pre/Post	Percent Change
Cognitive	29%
Behavioral	4%
Affective	9%

Table 2

Finally, the last graph (Fig. 20) shows how the number of “Neither” answers changed. The percentage changes are given in Table 3.

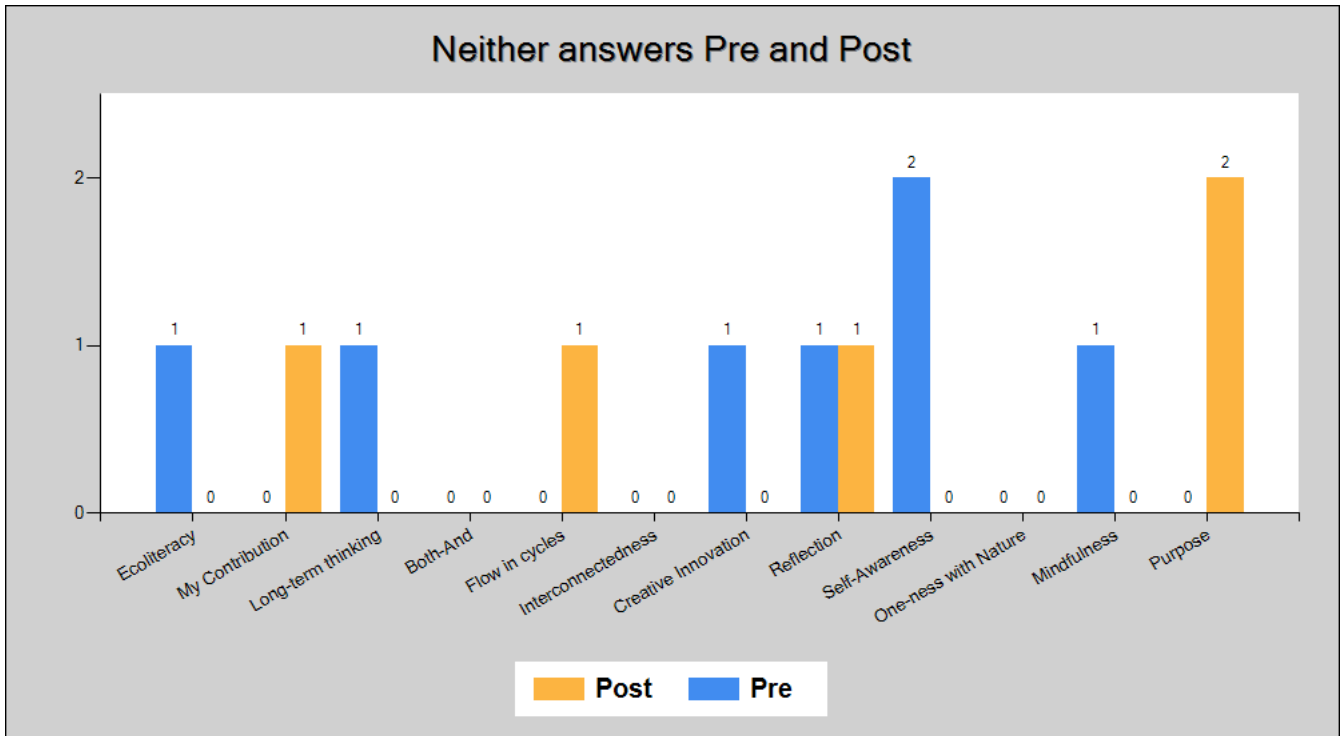


Figure 20

Table 3

Neither Pre/Post	Percent Change
Ecoliteracy	-100%
My Contribution	100%
Long-term thinking	-100%
Both-And	0%
Flow in cycles	100%
Interconnectedness	0%
Creative Innovation	-100%
Reflection	0%
Self-Awareness	-100%
One-ness with Nature	0%
Mindfulness	-100%
Purpose	200%

/ WHAT YOU CAN DO WITH THIS INFORMATION

Here are a few questions to ponder.

In the Overall aggregate comparison (Fig. 18), which aspects changed the most? Which the least? What results did you anticipate? What hypothesis do you have to explain the changes?

Sometimes the scores are actually lower in certain categories in the second assessment. This has been linked to an increased awareness (i.e. I thought I knew a lot about a topic, and after the program/course, I realize I know less than I thought).

For research purposes, it may be useful to have a conversation with some individuals of your group, to debrief the experience of the SMI and particularly, their thoughts after receiving their Personalized Report.

If you are interested in exploring other activities or discussing ways to further support your audience in the future or other groups in future teaching or training environments, focus on specific dimensions or content areas for your own personal development, contact us for a conversation at info@SMIndicator.com. Our [workshops](#) (Action Lab and SMI Certificate) may offer you many ways to further develop your own approaches to the Sustainability Mindset.



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/THANK
YOU

