

# The TravClan Mindset

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**Owner Mindset vs Employee Mindset**

# Employee Mindset Or Owner Mindset?

Which mindset do you have?

**What are these two  
mindsets anyway?**

Any guesses ?

# Owners Solve Problems

Employees expect owners to solve problems

# Owners Create Sustainable Rules / Processes

Employees crib about rules & processes

# Owners Focus on Output / Outcomes

Employees measure work in hours

# Owners care about building something EPIC

Employees focus on completing assigned task

# Owners care about long term wealth creation

Employees measure Salary to Effort Ratio

# One fundamental difference?

Am I working for my own company / am I working for a company?

*The difference between everything else comes down to just this!*

## & every company will always have people with both these mindsets:

- and this shows, very evidently! Owners always stand out!
- As a company, we've so far managed to build a strong set of owners and intend on doing so!
- We look for people who have owner mindset, the recruitment process is such :)
- & that is why you're here!

*The difference between everything else comes down to just this!*

& either of the mindsets is fine to have:

**The choice is yours!**

*The difference between everything else comes down to just this!*

# Employee Mindset

# Owner Mindset

<p>Comes across a problem and ignores it till it bugs them</p>	<p>Comes across a problem and fixes it for themselves and for others or atleast tries to. Takes initiative!</p>
<p>Cribs about having no fixed leaves, sick leaves, paid leaves etc and fails to understand the relevance of 100% of what you need, 50% of what you want.</p>	<p>Respects the atmosphere, the leave process and understand that people have their own needs in terms of leave &amp; that the system understand this.</p> <p>If you want to work, you should be able to take leave when you need or sometimes when you want to as well:</p> <p>People took on September 3!</p>
<p>“ I did what I was assigned” and are content with it</p>	<p>“This is done, anything else that I can pick or I want to do this, please involve me”</p> <p>Takes up responsibilities and continues to learn!</p>

# Employee Mindset

# Owner Mindset

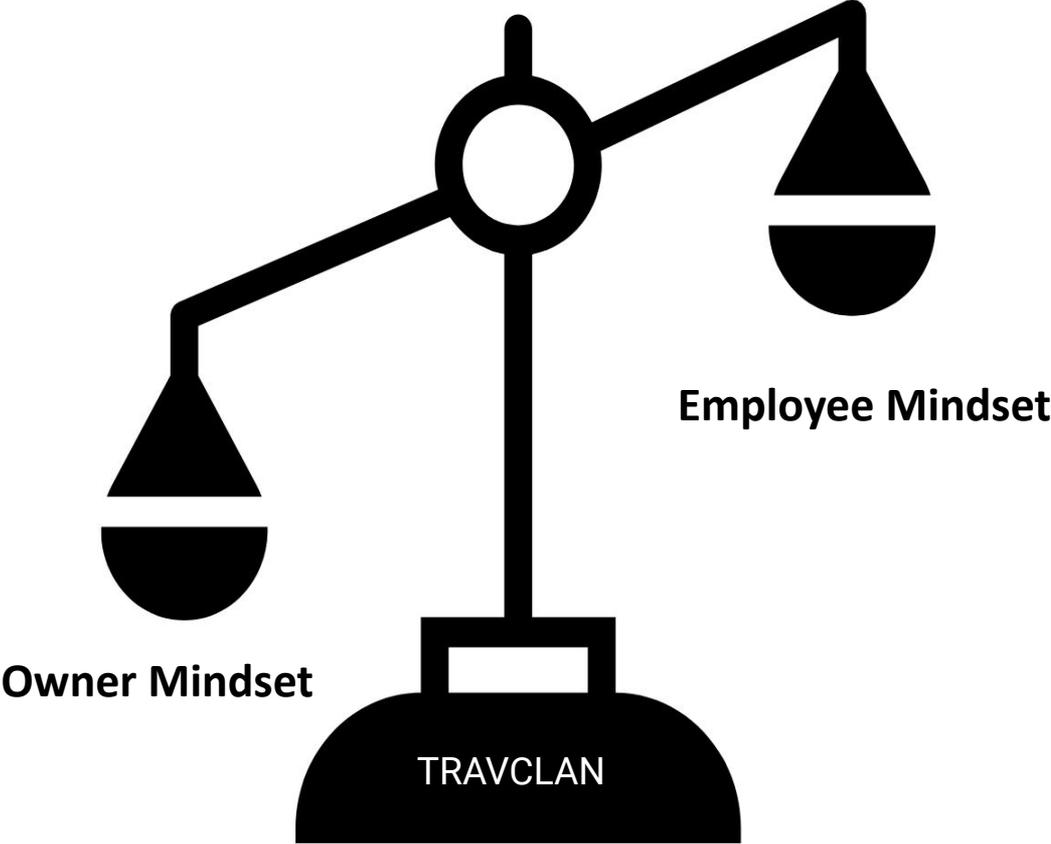
Sticks to the Job Description.	Strives to provide an 11/10 customer experience (100% in his/ her area of work)
Continuously seeks work life balance and complains when facing some inconvenience	Looks for work life balance and is able to set priorities and balance between work and life.  Giving his/ her 100% in the 2-3 areas that matter.
“ I did what I was assigned” and are content with it	“This is done, anything else that I can pick or I want to do this, please involve me” Takes up responsibilities and continues to learn!
Gets defensive while receiving feedback and gets stuck on disagreements	Takes feedbacks in a good spirit. Strives to improve, respects the difference in opinion, raises his/ her point and moves ahead without getting stuck.
Self centered & fails to understand that he/ she impacts culture.	Understand that we are a team. Is good at his/ her job but wants everyone on his team to grow/ learn/ feel comfortable. Understand that he/ she shape the culture.

So with this we know that one of the most valued qualities at TravClan is:

# OWNERSHIP

*So much so that it is also an important parameter in your  
Monthly Performance*

**& at TravClan:**



## & what's in for the Owners?

- Grow exponentially across functions and scale of responsibilities
- Growth so exponential that you'll never have to look back at/ worry about compensation!
- Own the company? Yes! : Own the company shares. Top performers across levels/ functions do!  
Create wealth (not just income) for yourself!
- Stand out, drive projects & motivate people
- Become a part of Infinite Possibilities Plan! ( You'll know in the upcoming sessions)

**& who would want to put 3x the effort, time, hard work and hustle and still work with an employee mindset ?**

**THINK ABOUT IT!**

*It's only fair that you MACHAO! :)*