



# Mindset

Mindset transformation-a  
precondition for  
successful engagement

# Biography and Session Introduction

- Juliet Namukasa has been Country Director for International Aid Services Uganda since 2009 implementing both development and Humanitarian projects .
- She shares how the mind-set of both the Humanitarian worker and the target community plays a central role in the success of interventions in a conflict area. Exploring the underlying assumptions that inform behavior and approaches is essential from the onset of intervention otherwise we may achieve the short term results both in the long term fail to realize the dream of peaceful and constructive co-existence. Thus engaging with the target communities right from the onset does not only foster peaceful co-existence but also creates a smooth introduction of resilience activities in emergencies.

# About International Aid Services (IAS)

## BACKGROUND:

- ❑ International Aid Services is a Christian non political and non profitable humanitarian relief and development organization. It was founded in 1989 with purpose of assisting people in need.
- ❑ IAS is operating in 11 African countries
- ❑ In Uganda IAS has it's Head in office in Kampala and field offices in Arua, Pader and Abim districts.



# Sectors of Interventions in Uganda

- Water Hygiene and Sanitation
- Food Security and Livelihoods-

With a special component-Action against Alcohol Abuse

- Education- tripartite relationship between Parents, teachers and the Learners
- Special Needs Education
- Civil Society Development- working with partners and enhancing the capacity of the target communities to take charge of their development process

# Conflict

- Fight, contend, do battle
- to come into collision or disagreement; be contradictory, at variance, or in opposition; clash
- What is the source of quarrels and conflicts among you? Is not the source your pleasures that wage war in your members? 2You lust and do not have; so you commit murder. You are envious and cannot obtain; so you fight and quarrel. You do not have because you do not ask.... James 4:1-2

# What is Mindset

*Mindset is a set of assumptions, methods, or notations held by one or more people or groups of people that is so established that it creates a powerful incentive within these people or groups to continue to adopt or accept prior behaviors, choices, or tools.* <http://www.amdin.org>



# World view

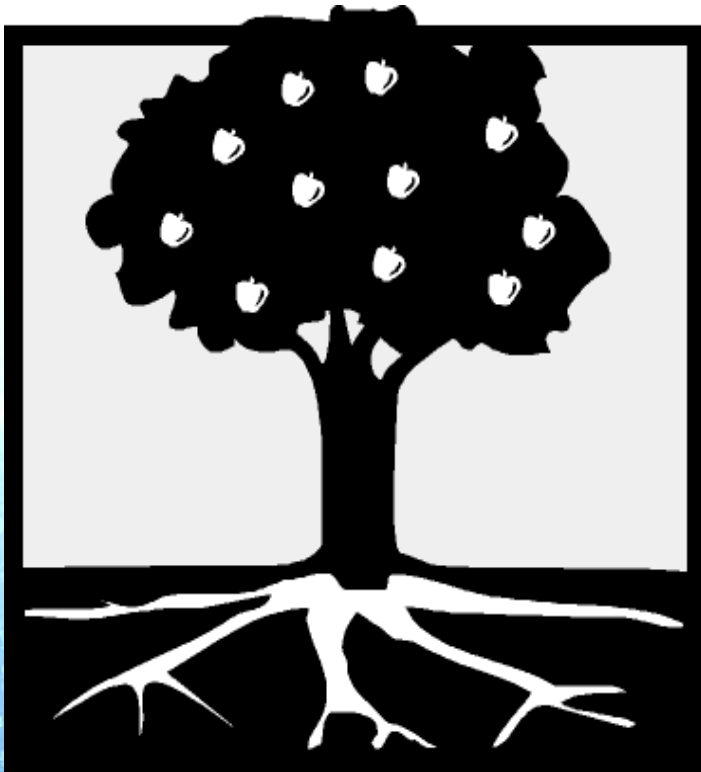
- A 'mindset' is a person's perspective on or attitude towards something and a 'worldview' either the sum of a person's beliefs or the perspective from which beliefs are formed. (Each New Dawn)



**INTERNATIONAL  
AID SERVICES**

*'Creating a positive reaction'*

# **The Roots Produce the Fruit**



**Fruit = Actions /Consequences**

**Branches = Character**

**Stem = Values**



# Mindset Continued

- The core problem for most communities is not the presenting problems but rather the way they perceive issues. There is a saying that goes thus, “as a he (man) thinks in his heart so he is ”. Depending on the surrounding in which one lives; what one hears; what one sees; such develops a certain direction which influences one’s ability to make choices, decisions and which later translates into actions.

*Proverbs 23:7 King James Version*

# Mindset of the NGO worker

- It is important for the NGO worker to have a good relationship with him/herself if he/she is to have a positive impact on the community. Transformation catches like a wild fire starting with an individual- in this case a community worker and it spreads to the community he/she is working with.
- What factors have influenced your views and perceptions as an individual?



- What/who defines your worth as a person?
- What has shaped/influenced your beliefs and practices?  
Is it childhood experiences, economic status, suffering, culture or religious beliefs and practices etc?
- What factors have influenced your views and perceptions as an individual?



- What is your perception of the community you are working with in regard to:
- Potential
- Resources
- Cooperation
- Determination- hard work
- Their value?





- Having dealt with yourself, you can easily engage the community. Please note that the whole battle is lost or won at the point of the mindset. No community can develop beyond their mindset/worldview. It is the most liberating and most enslaving factor.