

CAN YOU GROW YOUR GROWTH MINDSET?

Fixed vs. Growth Mindset: For each statement, circle the number in the column that best describes you. Please answer the questions as you actually are (rather than how you think you should be). Don't worry if some questions seem to score in the 'wrong direction.' When you are finished, draw a line from your scores vertically (connect #1 to # 2, # 2 to # 3, etc.) to look at your growth mindset profile.

1.	The key to success is to be able to demonstrate how good I am at something.	1	2	3	4	5	The key to success is staying with something, even if I am uncomfortable.
2.	When confronted with the option to do something challenging or to do something I know I am good at, I will often choose to do what I know I am good at.	1	2	3	4	5	I seek out challenges and problems that will test me, even if I fear failure.
3.	I need to know at the end of the year that I am rated among the best there is at my company	1	2	3	4	5	I need to know that I will continue to get real problems that really matter to solve.
4.	I look for opportunities to show what I know so people understand my value.	1	2	3	4	5	I look at the resources and instruction available to me so I can take advantage of all the learning I can.
5.	If I work too hard, people will think I am struggling with the work.	1	2	3	4	5	I work with passion and dedication, even when I run into difficulty.
6.	When I am faced with a setback, I do the best I can to point out what is going well.	1	2	3	4	5	When faced with a setback, I am able to look at mistakes as a way to improve.
7.	I praise others based on intelligence and achievement.	1	2	3	4	5	I praise others for effort and persistence.
8.	When I look at work, I only care about results.	1	2	3	4	5	I find the right balance between the results and the process of getting there.
9.	I hold a belief that most people only have a certain amount of talent and they can't generally change it.	1	2	3	4	5	I believe that with practice most people can become proficient and extremely effective.
10.	Natural talent trumps everything.	1	2	3	4	5	Practice trumps everything.

Key: The closer you are to the right hand side, the more you approach things with a growth mindset.

GROWTH MINDSET vs. FIXED MINDSET?

Additional Questions – please write your answers in the space provided:

1. Which two or three areas would be the best way for you to focus on a growth mindset?

2. What's in it for you to become more conscious in these areas?

3. What steps can you take to improve in these areas?
