



FIXED or GROWTH MINDSET

Which are you?

The following is a simple fun exercise designed to explore Fixed and Growth Mindsets and the differences in our thinking.

Put a cross anywhere on the line which best describes what you think, relative to the two descriptions. It's ok if you find some questions challenging to answer. We will explore Fixed Vs Growth Mindsets in more detail at your Blueprint workshop.

Example



I think intelligence is pretty much fixed and there isn't anything you can do to improve it.

I think you can improve your intelligence



I am not a numbers person and probably never will be.

If I needed to, I could become a numbers person



I tend to play things safe and not take risks.

I prefer to stretch myself and take risks. What's to lose?



I am often afraid that if I take on something I haven't done, before I may look dumb, or I may fail.

If I take on something I haven't done before and can't do it, it just means that I have to try a different way.



I couldn't sing to save myself!

I believe I could learn to sing.



I like to be thought of as reliable, competent, and helpful.

I like to be thought of as eager, questioning, and as a volunteer.



I tend to work away on my own; that way, if I make a mistake no one else knows.

I like to work and learn from others. I am not worried about making a mistake in front of people.



At work I would rather have lots of successes and acknowledgement. Then I feel competent and confident.

At work, I like to have lots of frustrations and challenges. It makes me feel as though I am involved and growing.



I like to keep improving on what I already know so that I can become an expert.

I like to take on different tasks so I can learn and grow.



If you want to learn a new language, you should do so as a child.

You can learn a new language at any time.



I haven't asked for, or received, feedback for ages. I figure people will give you feedback when it's needed.

I like to show my work to others and to discuss my ideas with them so I can get their input and feedback.



If you tended to put crosses more toward the left hand column than the right hand column, you probably have a Fixed Mindset. Most people do.

Carol Dweck and her colleagues at Stanford University have learned that people tend toward either a fixed or a growth mindset, and these can be changed!

Their work shows that the key to success is a growth mindset. People with a growth mindset do better in all sorts of circumstances. They do better at school, learning chemistry, at work, and even in their propensity to see solutions to problems of the magnitude of world peace.

ACCORDING TO DWECK'S WORK,
PEOPLE WITH A FIXED MINDSET:

- are reluctant to ask for help
- are afraid to say they don't know
- give up more quickly when they find they can't master something
- work on their own — that way they can fail in private and nobody needs to know
- keep using the same methods of learning, and even when it isn't working, believe the solution is to just try harder, or spend more time at it
- see failure as evidence they can't do it, and they are not "naturally talented" in the area
- don't put themselves out there; they stay safe and with the tried and tested



Critical to your success will be whether you adopt a Fixed Mindset or a Growth Mindset.

You can change your mindset! Many people notice that just knowing the difference helps them to self-correct. You can learn to develop a growth mindset.