

Exercise 1.11: Mindset Self-Assessment

Participant Solution Handout: Understanding Your Mindset Score

Scoring:

Add up your scores for each category.

- A total score of 10/50 indicates a perfect fixed mindset.
- A total score of 50/50 indicates a perfect growth mindset.
- Scores in between indicate a proportionate combination of fixed and growth mindset characteristics.

Interpreting Your Score:

10-19: Predominantly Fixed Mindset

- This score suggests that you tend to have a fixed mindset. You may avoid challenges, view effort negatively, and feel threatened by others' success.
- To foster a growth mindset, focus on embracing challenges and seeing effort as a path to mastery.

20-29: Mostly Fixed Mindset

- You tend toward a fixed mindset but may have some growth mindset tendencies.
- Consider actively seeking feedback and learning from criticism to shift toward a growth mindset.

30-39: Mixed Mindset

- Your mindset is balanced between fixed and growth.
- To cultivate a more robust growth mindset, work on viewing failures as learning opportunities and taking more risks in your professional and personal life.

40-49: Mostly Growth Mindset

- You predominantly exhibit a growth mindset.
- Continue embracing challenges and seeking innovative solutions to enhance your personal and professional growth.

50: Perfect Growth Mindset

- This score indicates a strong growth mindset.
- You embrace challenges, view effort positively, and find inspiration in others' success.
- Continue fostering this mindset to drive continuous improvement and success.

Next Steps:

- Reflect on your scores and identify areas for improvement.
- Discuss with your colleagues examples of improvements they know and believe will benefit you.
- At the same time, discuss examples of positive tendencies you should continue with your colleagues.
- Engage in activities that promote continuous learning, seek constructive feedback, and set challenging goals.
- By actively working on these areas, you can shift towards a more robust growth mindset, enhancing your ability to innovate, adapt, and succeed.