

GROWTH VS FIXED MINDSETS

MEASURING YOUR OWN MINDSET

FIXED MINDSET		GROWTH MINDSET
SOMETHING YOU'RE BORN WITH	SKILLS	COME FROM HARD WORK
SOMETHING TO AVOID	CHALLENGES	SHOULD BE EMBRACED
UNNECESSARY	EFFORT	ESSENTIAL
GET DEFENSIVE	FEEDBACK	USEFUL
BLAME OTHERS	SET BACKS	USE AS A WAKE-UP CALL TO WORK HARDER NEXT TIME

LEARNING TASK - WHAT IS YOUR MINDSET?

WHAT YOU NEED TO DO

Read the following statements and tick the ONE statement in EACH section that best reflects your view about ability.

SECTION A - INTELLIGENCE

- 1 Intelligence is something you are born with – you either have a lot of it or you don't.
- 2 You can learn new things, but you can't change your intelligence.
- 3 Intelligence is something you can largely change with effort.
- 4 Intelligence is totally shaped by effort and learning.

SECTION B - PERSONALITY

- 1 Some people have personalities that are sociable and others are shy – these are qualities that you either have or you don't.
- 2 Everyone is born with a personality such as being sociable or shy and life experience can change your personality a little.
- 3 Personality can be shaped a lot by experience – if you want to be more sociable you need to work at it.
- 4 Personality is something people shape for themselves – you can change your personality to be sociable or shy.



SECTION C - ORGANISATION

- 1 People are either highly organised or not – there is not a lot you can do about it.
- 2 People tend to be naturally highly organised – but people can learn to be a little more organised.
- 3 Organisation can be developed through sustained effort – however some people are better at it than others.
- 4 Organisation is something that is completely within someone's control and it is an ability that can be developed through effort.

SECTION D - EXAMINATION RESULTS

- 1 Some people seem to be naturally good at taking examinations – they have always been good taking tests.
- 2 Some people seem naturally good exam takers, but it is possible to improve exam performance slightly with effort – but within a limit.
- 3 Performing well in tests and exams is a technique that can be improved significantly with effort but there is a limit to what can be achieved.
- 4 Examination performance is a skill that can be developed entirely through a lot of effort – there is no ceiling to what it possible.

SECTION E - SPORTING ABILITY

- 1 Sports stars need a natural talent to be successful in their chosen area.
- 2 Sports stars have natural talent for their chosen sport, but it also takes hard work.
- 3 Sports stars are people who were not always the best, but they were relatively good, and they persevered at their sport to become successful.
- 4 Hard work, drive, and determination (not natural talent) are the key ingredients of sporting success.

SECTION F - LEADERSHIP

- 1 Leaders are charismatic – leadership aptitude is a part of your personality that you either do or don't have.
- 2 Leadership is a skill that, in the main, people have, but aspects of good leadership can be learned.
- 3 People develop leadership skills through experience, but some people have a basic aptitude to be effective leaders.
- 4 People develop into good leaders through experience – failing, failing again and, eventually, through perseverance, succeeding.



YOUR MINDSET - 'FIXED' OR 'GROWTH'?

WHAT YOU NEED TO DO

Add up your score from the statements you ticked. The number of the statement you ticked is your score for each section. Add up your answers/scores for all five sections.

Total Score = _____

Look at the table below and, using your total score, tick the type of mindset indicated.

POINTS	TYPE OF MINDSET	WHAT DOES THIS MEAN?
6	VERY STRONG 'FIXED MINDSET'	Your score means that you are strong in the view that ability is natural – there is little that experience and hard work can do to develop talent and skill
7-12	WEAK 'FIXED MINDSET'	Your score means that in many areas you believe ability is natural – there is little that experience and hard work can do to develop talent and skill. However, there are some areas where you feel talent is natural and others where you think hard work can develop talent. The closer the score to 7, the stronger your view that talent is natural and experience has little effect. The closer the score to 12, the more you believe that in some areas, hard work can affect talent.
13-18	WEAK 'GROWTH MINDSET'	You believe, the closer your score is to 18 than 12, that talent can be developed through hard work. However, you also think natural talent plays a key role in some areas.
19-24	VERY STRONG 'GROWTH MINDSET'	You believe that talent can be developed through hard work in nearly all areas of life. You might also think natural talent also plays a key role in some areas, but the closer your score to 24, the more you believe all talent can be developed through hard work.

