



Going beyond "Fixed V's Growth" to a deeper understanding of Mindsets

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FIXED

LOW GROWTH

MIXED

GROWTH

HIGH GROWTH



WORLD VIEW

Sees themselves as **UNCHANGING AND UNCHANGEABLE.**
Life is about discovering yourself and searching for where you fit into the world.

Change and **GROWTH IS VERY LIMITED.**
See themselves as "not cut out for" some domains. Amount of growth possible in other domains is limited.

Limited Growth Mindset – believes they are capable of **GROWTH IN A LIMITED NUMBER OF DOMAINS.**
Life offers only limited choices.

Sees themselves as **CAPABLE OF SIGNIFICANT GROWTH** in most domains. Sees great choice in life. May see themselves as restricted from significant growth in some domains.

Understands they can **CHANGE THEIR MOST BASIC CHARACTERISTICS.**
Life is about deciding what you want to be and creating the abilities required to reach goals.



CHALLENGES

AVOIDS CHALLENGES.
Sees them as a potential threat.

Takes on **EASY CHALLENGES** that they believe they are likely to succeed at.

PREFERS CLEAR, IMMEDIATE GOALS that aren't too far out of reach, or in an area they find difficult.

ENJOYS BEING CHALLENGED by more open-ended tasks, even if not always immediately successful.

EMBRACES CHALLENGES even when path to achievement is not immediately clear.



ENCOUNTERING DIFFICULTY & OBSTACLES

GIVES UP IMMEDIATELY when they encounter difficulty.

TRIES FOR A WHILE, but gives up if not progressing easily. May try a few alternatives when encountering obstacles.

PERSISTS WHEN SEEING PROGRESS.
Is developing a repertoire of strategies for getting past obstacles.

EXPECTS EVENTUAL MASTERY.
Understands new learning is meant to be difficult so sticks at tasks for long periods.

PERSISTS FOR LONG PERIODS even in the face of setbacks and when new skills need to be learnt to achieve mastery.



EFFORT

EFFORT IS ASSOCIATED WITH FAILURE and inability, so is seen as bad. Expects things you can do to come easily.

Recognizes that effort is sometimes required. **SUSTAINED EFFORT IS A BAD THING.**
Misunderstands that not all types of effort produce growth.

EFFORT IS NECESSARY, but usually not enjoyable. Likely to prefer to do it easily. Recognizes when effort is being ineffective.

EFFORT IS A GOOD THING.
Has experienced success as a result of effort in the past. Associates Effective Effort with growth.

Understands **EFFORT AS PATH TO MASTERY.**
Actively works on developing strategies for more Effective Effort.



FEEDBACK & CRITICISM

IGNORES useful negative feedback. Sees feedback as a list of their faults.

Accepts some direct feedback when corrections can be made quickly and easily. **TENDS TO FOCUS ON POSITIVE FEEDBACK.**

FORMATIVE FEEDBACK IS SEEN AS USEFUL, as long as it is targeted and achievable.

Accepts and **LEARNS FROM FEEDBACK.**
Positive feedback is seen as recognition of the effort and process that led to the achievement.

REQUESTS CRITICAL FEEDBACK from targeted expert sources in order to improve both process and outcome.



SUCCESS OF OTHERS

FEELS THREATENED by comparisons to others and avoids competitions, as these may highlight perceived deficits.

MAY MIS-ATTRIBUTE SUCCESS of others to luck or natural ability rather than growth achieved through effort.

ENJOYS PERSONAL SUCCESS, so will engage in competition and comparison when these make them look good.

FINDS LESSONS AND INSPIRATION in the success of others. Admires excellence. Enjoys the challenge posed by competition.

SEEKS OUT MASTERS AND EXPERTS in an effort to "learn their secrets". Competition is seen as a way for both competitors to push themselves to improve.



MAKING MISTAKES

Actively **HIDES OR IGNORES** mistakes.

MAKES EXCUSES for mistakes. Looks for quick fixes. May attribute blame to others.

Expects to make mistakes and understands **MISTAKES CAN BE CORRECTED.**

Recognizes mistakes made are **SIGNPOSTS FOR LEARNING** opportunities.

Deliberately stretches themselves so errors have **HIGH LEARNING POTENTIAL** to facilitate further growth.



OFFERED HELP AND SUPPORT

URNS DOWN help and support. Feels requiring help highlights their own deficits.

TOLERATES help when given. Disinclined to ask for help. Doesn't like to be seen to need help.

ACCEPTS HELP and support when offered. May not continue to seek help, if difficulties are persistent.

Expects feedback and recognizes it as **DESIRABLE** to help them grow.

SEEKS OUT help and support from specialized sources.