

# Embrace a Growth Mindset Practice Tool



You can start building your new habit by trying the behaviors and activities below.

## To refocus your thinking:



## Try this:

### Do less

- ✓ Believe you either understand something or don't
- ✓ Feel threatened by change
- ✓ Avoid learning new skills

### Do more

- ^ Believe you can always improve
- ^ See opportunities in change
- ^ Seek out opportunities to learn

## Habit builder:



### Reflect:

Everyone has both growth and fixed mindset concerns. The following questions can help you determine the relative strength of each mindset for you.

- |                                  |                                  |
|----------------------------------|----------------------------------|
| <b>1 - Not at all true of me</b> | <b>2 - Slightly true of me</b>   |
| <b>3 - Mostly true of me</b>     | <b>4 - Completely true of me</b> |

- \_\_\_ 1. I strive to outperform my coworkers.
- \_\_\_ 2. I try to view feedback as a challenge, not a threat.
- \_\_\_ 3. I really care about making a good impression on other people.
- \_\_\_ 4. It's important to me to show that I am capable.
- \_\_\_ 5. I compare my current performance to my past performance.
- \_\_\_ 6. I strive to learn new skills to improve at my job.
- \_\_\_ 7. I want to impress my colleagues at work.
- \_\_\_ 8. I like to work with people who challenge me to grow.

**Fixed mindset score**  
**Q1 + Q3 + Q4 + Q7 =**

**Growth mindset score**  
**Q2 + Q5 + Q6 + Q8 =**



### Expand:

Share your insights about fixed and growth mindset with your team. Brainstorm ideas to help you shift your mindset to a growth mindset.



### Practice:

Create an If-Then Plan\* for a moment where you want to practice a growth mindset. Try it and share progress you notice.

*\* If situation **X** occurs, **then** I will perform behavior **Y**.*