

MINDSET

A Choice for Success



FIXED

GROWTH

Belief

Capabilities are primarily seen as inborn talents that are rarely changeable

Capabilities are seen as mutable by effort and effective learning strategies

Tendency

To try to appear as capable as much as possible

To try to learn and improve as much as possible

Challenges

Are avoided because, in case of failure, they can give an impression of lack of talent

Are embraced because you can learn from them and they can lead to growth

Effort

Is seen as an indication of a lack of talent

Is seen as a normal and necessary step to growth

Adversity

Is seen as an indication of a lack of talent, often leads to giving up early

Is seen as an indication that more effort and/or better strategies are needed

Criticism

Self-defeating defensiveness: own mistakes are not recognized and admitted

Inquisitive and interested, eager to learn and open to feedback and suggestions

Success of Others

Is seen as a threat because these other people might be viewed as more talented

Is seen as inspirational because lessons can be drawn from it for further learning

Personal Development

Potential is under-utilized which is seen as a confirmation of one's own fixed mindset

Potential is developed which is confirmation of one's own growth mindset

Effect on Others

Can impede cooperation, feedback and growth

Can invite cooperation, feedback and tips and stimulate growth