***Studies 7-10***

Items from each scale were blocked together; blocks presented in randomized order.

Instructions: *How much do you agree with the following statements? There are no right or wrong answers.*

Response options: *Strongly disagree, disagree, somewhat disagree, somewhat agree, agree, strongly agree*

*Difficulty as Impossibility (adapted from Oyserman, Destin, and Novin, 2015)*

1. Sometimes if a task feels difficult, my gut says it is impossible for me.
2. If a goal feels difficult to work on, I often think it might not be for me.
3. When a task feels difficult, the experience of difficulty sometimes informs me that succeeding in the task is just not possible for me.
4. Often when a goal feels difficult to attain it turns out to be out of my reach.

*Difficulty as Importance (adapted from Oyserman, Destin, and Novin, 2015)*

1. Sometimes if a task feels difficult to me, my gut says that it really matters for me.
2. If a goal feels difficult to work on, I often think it might be a critical one for me.
3. When a task feels difficult, the experience of difficulty sometimes informs me that succeeding in the task is important for me.
4. Often when a goal feels difficult to attain, it turns out to be worth my effort.

*Fixed Intelligence Mindset (from Dweck, 2000)*

1. You have a certain amount of intelligence, and you can’t really do much to change it.
2. You can learn new things, but you can’t really change your basic intelligence.
3. Your intelligence is something about you that you cannot change very much.

*Growth Intelligence Mindset (Studies 9 and 10 only; from Dweck, 2000)*

1. You can always greatly change how intelligent you are.
2. No matter how much intelligence you have, you can always change it quite a bit.
3. You can change even your basic intelligence level considerably.

***Study 11***

Chinese version of the 5-item, 6-point scales, translated from Oyserman & Fisher (2017) and Dweck (2000); the back-translations from Chinese are shown in parentheses.

Instructions: *These next questions ask about your ideas about difficulty. Difficulty is often experienced by people working at, close to, or above their peak capacity. There is no right or wrong answer. Please indicate how much you agree or disagree with each of the following statements.*

Response options: *strongly disagree, disagree, neither agree nor disagree, agree, strongly agree*

*Difficulty as Impossibility*

1. 当觉得有些事情难以完成的时候，就要及时止损，那通常是不可能的。  
   (When you feel that something is difficult to complete, you should stop as it is usually impossible.)
2. 当我感觉一个任务很困难时，就说明我不可能成功完成这个任务。  
   (When I feel that a task is difficult, it means that I cannot successfully complete the task.)
3. 一般来说，如果感到目标难以达成，那么就说明该目标超出了我的能力。  
   (Generally speaking, if I feel that the goal is difficult to achieve, it means that the goal is beyond my ability.)
4. 如果感到一个任务困难重重，我的直觉通常是我不可能完成这个任务。  
   (If a task is difficult, my gut tells me that it is probably impossible for me to complete the task.)
5. 如果察觉一个目标很难实现，那么我通常会认为这是不适合我的事情。  
   (If I find that a goal is difficult to achieve, then I usually think that it is not for me.)

*Difficulty as Importance*

1. “没有付出，就没有收获，有价值的东西都来之不易”，当一些事情很难做时，它可能是很重要的。  
   ("No pain, no gain, nothing worth having comes easy," when something is difficult to do, it is probably very important.)
2. 当我感觉一个任务很困难时，就说明完成这一任务对我很重要。  
   (When I feel that a task is difficult, it means that completing the task is very important to me.)
3. 如果感到一个任务困难重重，我的直觉通常是这个任务很重要。  
   (If a task is difficult, my gut tells me that it is probably very important.)
4. 一般来说，如果感到目标难以达成，那么就说明这个目标值得我付出努力。  
   (Generally speaking, if I feel that the goal is difficult to achieve, it means that the goal is worth my effort.)
5. 如果察觉一个目标很难实现，那么我通常会认为这事对我而言很关键。  
   (If I find that a goal is difficult to achieve, then I usually think that this matter is critical to me.)

*Fixed Intelligence Mindset*

1. 智力对于个人而言就是不能有很大改变的。  
   (A person’s intelligence cannot be changed much.)
2. 人们可以学习新事物，但不能真的改变自己的基础智力。  
   (People can learn new things, but they cannot really change their basic intelligence.)
3. 一个人的智力水平是一定的，难以让它产生多少改变。  
   (A person's intelligence level is fixed, and you cannot really change it much.)

*Growth Intelligence Mindset*

1. 不管是谁，都可以显著改变自己的能力水平。  
   (No matter who you are, you can significantly change your ability level.)
2. 不管一个人的能力水平如何，总是能够显著改变的。  
   (Regardless of a person's ability level, it can always change significantly.)