

Test your mindset – are you Growth or Fixed?

Use this simple test to gauge where your mindset is right now. Remember, mindset is malleable, and will change over time. We can all be both Fixed and Growth at various times.

1. Circle the number for each question which best describes you
2. Total and record your score when you have completed each of the 10 questions
3. Using the SCORE chart, record your mindset

	Strongly agree	Agree	Disagree	Strongly disagree
Your intelligence is something you are born with and you are limited to how much it can change	0	1	2	3
No matter how much capability you have, you can always develop it further	3	2	1	0
Some people just aren't meant to be creative	0	1	2	3
The harder you work at something, the better you will be at that skill	3	2	1	0
You feel frustrated or angry when you are criticised	0	1	2	3
You appreciate when people give you feedback about your performance	3	2	1	0
Some people are born smart, and don't need to work that hard	0	1	2	3

You can always develop how 'clever' you are	3	2	1	0
You are born with your personality, and it is usually set in stone	0	1	2	3
You don't find it hard to learn new things	3	2	1	0

SCORE CHART

Add up your scores for each question, and use the key below to determine what mindset you are.

26-30 = Strong Growth Mindset

You are constructive, see failure as an opportunity to learn and you persevere through challenges. Find outlets to use this strength of yours, whether it be in your work, your business or at home. Your mindset is a gift, and can be utilized to challenge and build your potential.

22-26 = Growth Mindset with some fixed mindset tendencies

You have a growth mindset, but you may have some default fixed responses to certain issues and topics. Explore where these responses have originated from, and how you might be able to reframe them into growth mindset opportunities.

17-22 = Growth and Fixed Mindset

You swing between the two, you are growth mindset when you are at your best (enough sleep, not too stressed etc.) but fall back on fixed ideas when low on resources. Being aware of when and where you tend to go fixed, and use mindfulness to monitor your growth and fixed responses.

11-17 = Fixed Mindset but you are working on developing your Growth Mindset

Predominantly, your thinking is fixed but you are either working on your growth mindset, or aware of your ability to go to fixed mindset. With some specific self-directed coaching, and work on clarifying when and where you have the tendency to go fixed, you can shift this.

0-11 = Strongly fixed Mindset with a real opportunity to grow

There is an opportunity for you to target shifting your mindset in your self development work. Overusing Fixed Mindset can stifle your potential, meaning you might be missing opportunities to grow and develop and can become judgmental.

0-17: A Fixed Mindset, with the occasional growth idea.

Some suggestions:

See your brain like a forest. Those fixed neural pathways are like well-worn roads of old default behavior and thinking, and are the path of least resistance. But look around you. There are traces of small tracks branching off that well-worn road, that require more effort to go down, but they may lead you to an amazing view. These are our Growth Mindset tracks, that can eventually become a well-worn road the more we use them.

Think of an example you know you are Fixed Mindset about.

- Is this the most well-worn road your brain wants to travel on when it comes to this scenario?
- What is your inner dialogue in the Fixed Mindset moments when you travel down the well-worn road?
- Where did this well-worn road begin for you?
- Why is it easier for you to keep that well-worn road clear?
- What are the small tracks that branch off that well-worn road that you could explore?
- What are some small actions you can do to turn the small tracks (by using those Growth Mindset pathways frequently) to eventually become your well-worn roads?

17-30: A Growth Mindset, with the occasional fixed idea.

Some suggestions:

Note the times, states of mind, environments and people that trigger a fixed mindset response.

- What are the contributing factors?
- When do they happen?
- What can you do to short circuit these triggers to begin to turn the small tracks eventually into your well-worn roads?

Adapted from the work of Dr. Carol Dweck – Stanford University