



Strategic Self-Discovery
Mindset Check-In

Instructions: Check the box below the number that most accurately describes your current mindset about the statement made, Remember the number is just a way of gauging where your mindset is. There is no right or wrong. This is a “check-in” to help you see where your particular mindset is. Whether you have a fixed or growth mindset it’s important to know where you are at so that you can see where you have opportunities to grow. What’s important is acknowledging and embracing where you are honestly and working through the steps to move to a more “growth” mindset.

Scoring Part I:

- 1- Disagree big time
- 2- Disagree
- 3- Kind of disagree
- 4- Kind of agree
- 5- Agree
- 6- Agree big time

Part One Statements

	1	2	3	4	5	6
You can always learn new things no matter how old you are						
I find I really enjoy work that challenges my problem-solving skills						
I enjoy engaging in activities from which I will learn even if I make mistakes						
When something is really difficult, I want to spend more time on it, not less						
I believe I have what it takes to achieve success even if I have to learn new skills						
It’s energizing to figure out a solution to a difficult problem even if it takes me longer						
I enjoy working with colleagues that are smarter or better than I am at a task						
It’s better to be hard-working than to feel like you know it all						

Total Pt I: _____

Scoring for Part II:

- 1- Agree big time
- 2- Agree
- 3- Kind of agree
- 4- Kind of disagree
- 5- Disagree
- 6- Disagree big time

Part Two Statements

	1	2	3	4	5	6
You can always learn new things, but you can’t really change how smart you are						
I like work the best when I can do well without putting a lot of effort into it						
I like work that I can do perfectly again and again						
When I have to work extra hard, I feel like I’m not as good as my peers						
I tend to avoid doing really difficult things because they will make me feel stressed						
When I struggle with a difficult situation, I tend to feel frustrated or ashamed						
I tend to be envy others that are better at something I thought I excelled at						
Sometimes I feel as if I am not the person I thought I was						

Total Pt II: _____

Part I _____ + Part II _____ = _____ Total Score



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What your score means for your current mindset

16-32: Fixed

You firmly believe that your talents, skills, and abilities are set traits. These things can't be changed much at all. If you can't perform really well and look good on a test, project, or job you would rather just not do it. You think that smart and talented people don't have to work very hard to be good.

33-48: Semi-Fixed

You tend to believe that skills and intelligence don't change very much. You prefer situations where you perform well, are less likely to make mistakes, and don't have to put in too much effort. You believe that learning and getting better at things should be relatively easy.

49-64: Not sure/situational

You're unsure whether or not you can change your skills and/or intelligence. Your grades and performance reviews are important to you and so is learning but you really don't want to put a whole lot of effort into it though.

65-80: Semi-Growth

You believe that you can develop your skills and intelligence. You love learning and don't mind having to put in some extra effort to make it happen. Performing well matters to you but you think that learning is actually more important than always scoring well on a test or looking good to your peers.

81-96: Growth

You are totally into growth and improvement. You believe that everyone is capable of growing and improving their skills and intelligence. You love challenges and know that the best way to learn is by working really hard. You know that you sometimes learn the most when you make mistakes or look bad because it's from those mistakes that you get better.

Fixed Mindset	MINDSET CHARACTERISTICS	Growth Mindset
You have what you have	INTELLIGENCE + SKILLS	Can be developed over time
How they look to others Performance-focused	MAIN CONCERN	Learning/Getting Better Process-focused
Something you do When you are NOT good	EFFORT	An important part of learning How you GET good
Give up/Checkout	CHALLENGES	Persevere/Work through it/show more grit
Takes It Personal Gets defensive	FEEDBACK	Likes feedback Uses it to learn
Hates to make them Tries to avoid making them Views as a personal failure	MISTAKES	Treats them as a learning opportunity/will not actively seek to avoid them

Note: concept for the above table came from trainuqy.com combined with the work of Carol Dweck, PhD



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