

MINDSET MATTERS

People with fixed mindsets believe their intelligence and talent are fixed and unchangeable traits. People with growth mindsets believe that ability can change as a result of effort, perseverance, and practice. **What is your mindset?**

FIXED MINDSET

A fixed mindset leads to a desire **to look smart** and therefore a tendency to: avoid challenges, give up easily, see effort as fruitless or worse, ignore critical but useful feedback, and feel threatened by the success of others.



GROWTH MINDSET

A growth mindset leads to a desire **to learn** and therefore a tendency to embrace challenges, persist in the face of setbacks, see effort as the path to mastery, learn from criticism, and find inspiration in the success of others.

FIXED ATTITUDES

I'll stick to what I know.
Either I'm good at it or not.

DESIRE

I want to learn new things.
I'm willing to take risks.

It's fine the way it is.
There's nothing to change.

SKILL

Is this really my best work?
What else can I improve?

This is a waste of time.
There's a lot to figure out.

EFFORT

I know doing this will help me
even though it is difficult.

I'm not smart enough. It's easier
to give up than struggle.

SETBACK

I'll try something new.
Mistakes will help me learn.

I did the best I could. The
feedback will not help me.

FEEDBACK

I see my weaknesses. I can use
the feedback to improve.

This is easy for some but too
hard for people like me.

PEERS

I can learn from others and
figure out how they did it.