Going beyond “Fixed V’s Growth” to a deeper understanding of Mindsets

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- **Fixed**
  - Sees challenges as **UNCHANGING AND UNCHANGEABLE**. Life is about discovering yourself and searching for where you fit into the world.
  - Sees growth as **VERY LIMITED**.
  - Sees effective effort as **NECESSARY**, but usually not enjoyable.
  - **AVOIDS CHALLENGES**. Sees them as a potential threat.
  - **GIVES UP IMMEDIATELY** when they encounter difficulty.
  - **TRIES FOR A WHILE**, but gives up if not progressing easily. May try a few alternatives when encountering obstacles.
  - **ACCEPTS SOME DIRECT FEEDBACK** as useful. Sees feedback as a lot of their faults.
  - **FEELS THREATENED** by comparisons to others and avoids competitions, as these may highlight perceived deficits.
  - **MAKES EXCUSES** for mistakes. Looks for quick fixes. May attribute blame to others.
  - **MAY MIS-ATTRIBUTE SUCCESS** of others to lack or natural ability rather than growth achieved through effort.

- **Growth**
  - Sees themselves as **CAPABLE OF SIGNIFICANT GROWTH** in most domains. Sees great choice in life. May see themselves as limited from significant growth in some domains.
  - Sees themselves as **UNCHANGING AND UNCHANGEABLE**. Life is about discovering yourself and searching for where you fit into the world.
  - Sees challenges as **very limited**.
  - Sees effective effort as **NECESSARY**, but usually not enjoyable. Likely to prefer to do it easily.
  - **EXACTS CLEAR, IMMEDIATE GOALS** that aren’t too far out of reach, or in an area they find difficult.
  - **PERSISTS WHEN SEEING PROGRESS**, is developing a repertoire of strategies for getting past obstacles.
  - **ACCEPTS AND LEARNS FROM FEEDBACK**. Positive feedback is seen as recognition of the effort and process that led to the achievement.
  - **ENJOYS PERSONAL SUCCESS**, so will engage in competition and comparison when these make them look good.
  - **PERSISTS FOR LONG PERIODS** even in the face of setbacks and when new skills need to be learnt to achieve mastery.
  - **REQUESTS CRITICAL FEEDBACK** from targeted expert sources in order to improve both process and outcome.
  - **SEeks OUT MASTERS AND EXPERTS** in an effort to “learn their secrets”. Competition is seen as a way for both competitors to push themselves to improve.
  - **SEeks OUT help and support** from specialized sources.

- **Low Growth**
  - Sees growth as **very limited**.
  - Sees effective effort as **NECESSARY**, but usually not enjoyable.
  - **AVOIDS CHALLENGES**. Sees them as a potential threat.
  - **GIVES UP IMMEDIATELY** when they encounter difficulty.
  - **PRESERVES CLEAR, IMMEDIATE GOALS** that aren’t too far out of reach, or in an area they find difficult.
  - **PRESERVES WHEN SEEING PROGRESS**, is developing a repertoire of strategies for getting past obstacles.
  - **ACCEPTS SOME DIRECT FEEDBACK** as useful, as long as it is targeted and achievable.
  - **MAKES EXCUSES** for mistakes. Looks for quick fixes. May attribute blame to others.
  - **MAY MIS-ATTRIBUTE SUCCESS** of others to lack or natural ability rather than growth achieved through effort.

- **Mixed**
  - Sees themselves as **limited**.
  - Sees effective effort as **NECESSARY**, but usually not enjoyable.
  - **AVOIDS CHALLENGES**. Sees them as a potential threat.
  - **GIVES UP IMMEDIATELY** when they encounter difficulty.
  - **TAKES ON EASY CHALLENGES** that they believe they are likely to succeed at.
  - **PRESERVES CLEAR, IMMEDIATE GOALS** that aren’t too far out of reach, or in an area they find difficult.
  - **PRESERVES WHEN SEEING PROGRESS**, is developing a repertoire of strategies for getting past obstacles.
  - **ACCEPTS SOME DIRECT FEEDBACK** as useful, as long as it is targeted and achievable.
  - **MAKES EXCUSES** for mistakes. Looks for quick fixes. May attribute blame to others.
  - **MAY MIS-ATTRIBUTE SUCCESS** of others to lack or natural ability rather than growth achieved through effort.

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