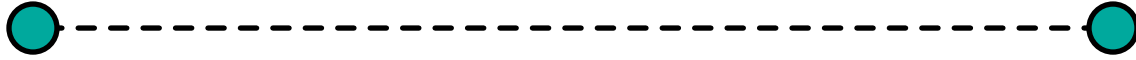


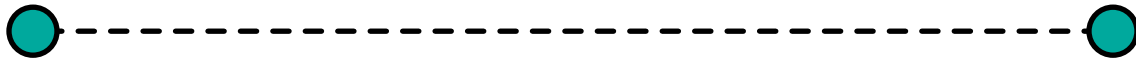
ARE YOU A FIXER OR A GROWER?

Using the continua below, let's assess the alignment between your **beliefs** & **actions**. Using a **green** pen, draw an X on each continuum to indicate which side your **beliefs** are more in line with. Then, using a **red** pen, draw an X on each continuum to indicate which side your **actions** are more aligned with.



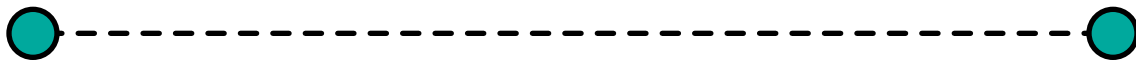
Abilities and talents are innate and unchangeable

Abilities and talents can improve through practice



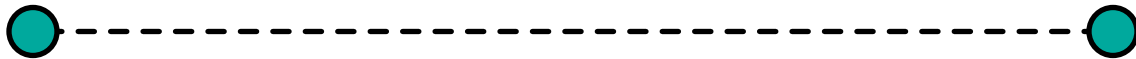
Failure is permanent

Failure is a chance to learn and pivot



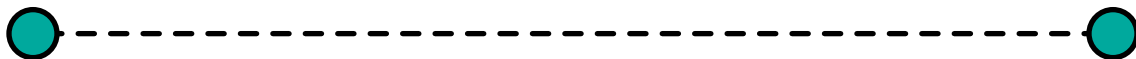
Critical feedback is a personal attack

Critical feedback is a chance to improve and develop new systems



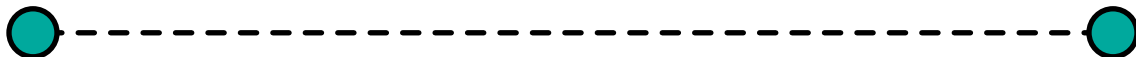
Easier tasks that require minimal effort are best

Challenging tasks that require hard work to improve are best



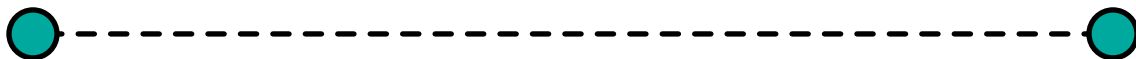
Give up when faced with obstacles

Embrace obstacles as a chance to experiment and solve problems



Focus on measurable outcomes

Focus on a journey of continual improvement



It's best to avoid creative risks

It's best to take creative risks

Carol Dweck, a Stanford University psychologist, helped to shape our understanding of the power of mindset and its connection to success in almost every human endeavor. According to Dweck, people with a **fixed** (left side of each continuum) mindset—those who believe that abilities are fixed—are less likely to flourish than those with a **growth** (right side of each continuum) mindset—those who believe that abilities can be developed.

When it comes to our beliefs and actions, we all lie somewhere on continuum between being more of a “**fixer**” or more of a “**grower**”.

It’s not a dichotomy.

It’s not an either/or.

And, importantly, our beliefs can change. So can our actions.

DIRECTIONS

Using the previous page, **select two continua** where your beliefs lie closer to the **left side**. If success is linked to having a growth mindset, **develop a growth-minded statement** that you can say to yourself the next time you encounter a situation that lights up your **fixed mindset**.

Sometimes our actions are incongruent with our mindset. In particular, sometimes we may have a **growth mindset**; however, our actions—our behaviors—are more in line with being a “**fixer**”. **Identify one continuum where your beliefs fall far to the right side, but your actions fall far to the left side**. Then, develop a **personal challenge** for yourself that will force you to **engage in actions**—specific behaviors—that are congruent with your **growth mindset**.