

DIRECTIONS

For each continuum, draw an X in the circle above the statement that **best describes you**.

I see myself as unchanging and unchangeable. Life is about discovering myself and searching for where I fit into the world.

Change and growth are very limited. I see myself as "not cut out for" some domains. The amount of growth possible in other domains is limited.

I am capable of growth in a limited number of domains. Life offers only a limited number of choices.

I see myself as capable of significant growth in most domains. I see great choice in life, but I also see myself as restricted from significant growth in some domains.

I can change my most basic characteristics. Life is about deciding what I want to be and creating the abilities required to reach goals.

I avoid challenges. I see them as a potential threat.

I take on easy challenges that I believe I am likely to succeed at.

I prefer clear, immediate goals that aren't too far out of reach, or in an area I find difficult.

I enjoy being challenged by more open-ended tasks, even if not always immediately successful.

I embrace challenges even when the path to achievement is not immediately clear.

I give up immediately when I encounter difficulty.

I try for a while, but give up if I'm not progressing easily. I may try a few alternatives when encountering obstacles.

I persist when seeing progress. I am developing a repertoire of strategies for getting past obstacles.

I expect eventual mastery. I understand learning is meant to be difficult so I stick at tasks for long periods.

I persist for long periods even in the face of setbacks and when new skills need to be learned to achieve mastery.

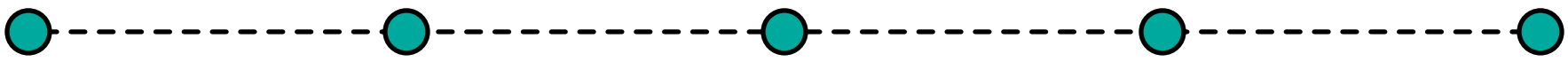
Effort is associated with failure and inability. This is bad because I expect things I can do to come easily.

I recognize that effort is sometimes required, but sustained effort is a bad thing. All types of effort should produce growth.

Effort is necessary, but usually not enjoyable. I prefer to do it easily. I am able to recognize when effort is being ineffective.

Effort is a good thing. I have experienced success as a result of effort in the past. Effective effort leads to growth.

Effort is a path to mastery. I actively work on developing strategies for more effective effort.



I ignore useful negative feedback. I see feedback as a list of my faults.

I accept some direct feedback when corrections can be made quickly and easily. I tend to focus on positive feedback.

Formative feedback is useful as long as it is targeted and achievable.

I accept and learn from feedback. Positive feedback is a recognition of the effort and process that has led to achievement.

I request critical feedback from targeted expert sources in order to improve both my process and outcome.



I feel threatened by comparisons to others and avoid competitions, as these may highlight perceived deficits.

I attribute the success of others to luck or natural ability. Other's success and growth is unlikely achieved through effort.

I enjoy personal success so I will engage in competition and comparison when these make me look good.

I find lessons and inspiration in the success of others. I admire excellence. I enjoy the challenge posed by competition.

I seek out masters and experts in an effort to learn their secrets. Competition is a way for both my competitors and I to push ourselves to improve.



I usually hide or ignore my mistakes.

I make excuses for mistakes. I look for quick fixes or have a tendency to blame others for mistakes.

I expect to make mistakes and understand that my mistakes can be corrected.

I recognize mistakes are signposts for learning opportunities.

I deliberately stretch myself because errors have a high learning potential to facilitate growth.



I turn down help and support. Asking for help only highlights my deficits.

I tolerate when help is given, but I'm not inclined to ask for help. I don't like to be seen as someone who needs help.

I accept help and support when help is offered, but I don't continue to seek help if difficulties persist.

I expect feedback and see it as desirable to help me grow.

I seek out help and support from specialized sources.