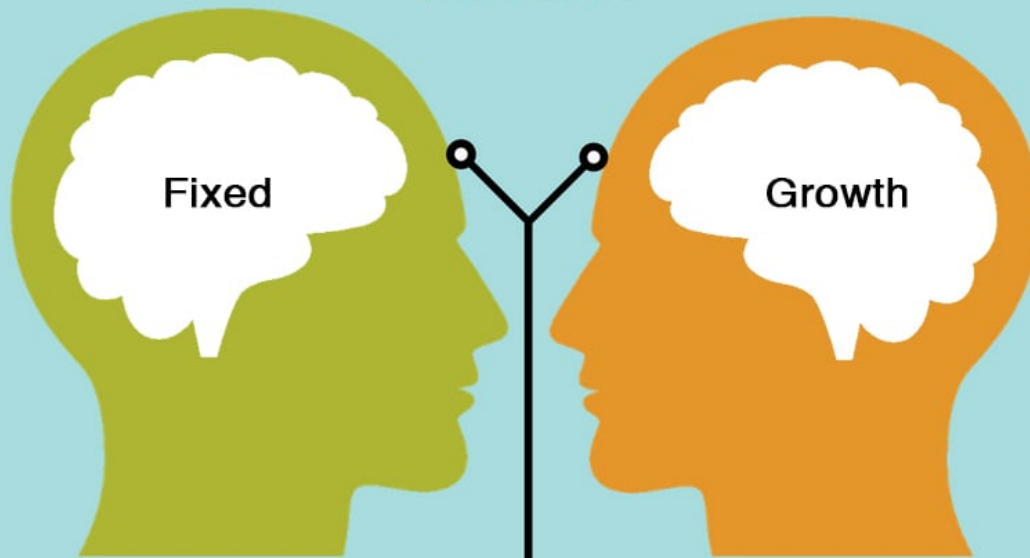


# Fixed vs Growth Mindset



**Fixed**

**Growth**

## People with fixed mindsets believe that:

- Skills, intelligence and talents are natural.
- Failure is shameful and should be avoided.
- Some people are naturally good at things while others are not.
- You are not in control of your abilities.

## Beliefs

## People with growth mindsets believe that:

- You have the capacity to learn and grow your skills.
- Failure is a valuable lesson.
- People who are good at something are good because they built that ability.
- You are in control of your abilities.

## Not Necessary or Useful

See effort as a negative thing and something you do when you're not that good

## Effort

## Important Part of the Process

Focused on the process of getting better

## Avoid

Back down and avoid challenges

## Challenges

## Embrace

More likely to embrace challenges and persevere

## Avoid

Get discouraged when making mistakes and avoid them

## Mistakes

## Improve

See mistakes as learning opportunities and ways to improve

## Defensive

Get defensive, take it personally. Ignores useful criticism/feedback

## Feedback

## Constructive

Appreciate feedback and use it. Learns from criticism