MINDSET PROFILER

Discover. Reflect. Adapt.

Personal Report

Prepared for

John Rives

Private and confidential

30-10-2025

GROWTH MINDSET INSTITUTE
Life. Interrupted.

World's Leading Mindset Psychometric

View a short video that explains your Mindset Profile result by clicking **HERE**

The Mindset Profiler has been researched by John Rives, Susan Mackie, Prof. Carol Dweck (Lewis Virginia Eaton Professor of Psychology), Dr Mary Murphy (Indiana University), and Dr Katie Muenks for the Growth Mindset Institute.

The Mindset Profiler helps you understand your core triggers regarding the nature of intelligence, personality, and talent. Your results are compared with over 5,000 responses to determine which fixed-mindset triggers are more active for you than for others. By understanding what triggers your fixed mindset, you can learn to notice when it shows up and develop ways to reduce its impact on your progress at work, at home, and in your community.

Strong Trigger: Meaning that this trigger is likely to have a significant impact on the way you feel, think and behave.

Moderate Trigger: Meaning that this trigger will have an impact sometimes, but not always.

Weak Trigger: Meaning that this trigger does not cause you problems very often.

Knowing your fixed mindset triggers is important. They aren't bad for you. We are all a mix of fixed and growth mindsets, and we all have triggers that evoke a fixed mindset. The good thing is that you can learn to manage how they influence your feelings, thoughts, and behaviours once you become aware of them, including the contexts and your action tendencies. You will most likely always have some fixed mindset triggers. The key is to accept them as part of what makes you unique and learn to understand and work on them.

The Mindset Profiler indicates when your fixed mindset triggers occur at a point in time. Its purpose is to help you gain a better insight into areas that could do with more support and strategies to move into a more persistent growth mindset. While it is best to work on improving your ability to manage all the fixed mindset triggers, we suggest that you focus on your strongest triggers first.

The eight fixed mindset triggers contained in the Mindset Profiler are described below:

Beliefs: This trigger relates to whether you think that intelligence, talent, and personality can be improved through effort, support from others, and learning new strategies. Or whether you believe they are generally fixed and unlikely to change significantly, no matter how hard someone tries to develop them.

High Effort: This trigger concerns your beliefs and behaviours towards situations, tasks, or goals that demand significant effort to complete. If this is a strong trigger for you, you might think you're not talented at something if you need to put in a lot of effort to succeed. Consequently, you might avoid challenging tasks, procrastinate starting them, or put in less effort to improve.

Challenges: This trigger relates to how you respond to tasks or goals that have uncertain outcomes or the possibility of struggle or failure. If this is a strong trigger for you, you might avoid doing things you fear could lead to failure. You may steer clear of challenging situations or goals and refrain from sharing your mistakes or learning from them. You might prefer to play it safe and avoid challenges.

Comfort Zone: This trigger relates to how you feel about taking risks and trying new things. If this is a strong trigger for you, you might prefer to stick with what you know. Sometimes, you might be hesitant to learn new things, especially in front of others. You may feel nervous in a group setting where you believe others will be judging you.

Setbacks and Failure: This trigger concerns how you feel when you experience a setback or failure. If this is a strong trigger for you, you might be more open to challenges and eager to try harder, but when you face a setback or failure, it can impact your mood, leading you to give up too soon rather than viewing it as a chance to learn. You might believe that you can't learn much from failure and that successful people never make mistakes.

Success of Others: This trigger relates to how you feel when others excel or display a high level of skill in an area that matters to you. If this is a strong trigger, you might have a significant need for recognition, want to be the star of the team, or feel threatened by others' achievements. Consequently, you may steer clear of situations where you're unlikely to be the top performer and may hesitate to ask others for help.

Feedback: This trigger relates to how you feel when receiving feedback or criticism. If this is a strong trigger for you, then you might take criticism personally and become very anxious or moody. You may discredit the source of the feedback, thinking, "What would they know?" You might become defensive or feel very anxious when given feedback about your work. You may also find that performance reviews make you nervous due to the uncertainty.

Grit and Persistence: This trigger relates to how you handle jobs and tasks that take a long time to finish or that you find boring. If this is a strong trigger for you, you may be good at getting started on tough and demanding projects, but over time, you might find it hard to stay focused. You start many new things, but don't quite see them through. You might also struggle with work or tasks you don't enjoy, and this can impact your performance.

Please review the following report for your results related to each fixed mindset trigger. A brief overview is included on how your fixed mindset triggers might affect your performance and well-being, along with areas where you may want to explore further how these triggers impact you and the action tendencies they prompt.

Mindset Assessment Summary

The following section outlines a summary of each fixed mindset trigger. For more detailed descriptions of each trigger, please refer to the detailed results. The outer edge of the graph indicates a growth mindset, while the inner part of the circle shows a stronger fixed mindset trigger.

The points on the graph closest to **one (1)** are the strongest fixed mindset triggers. It is advisable to focus on understanding the action tendencies across different contexts and developing strategies to manage these triggers first.

The points around **four (4)** on the graph are beginning to **strengthen**. These triggers may affect you only in certain situations, not all the time. It is advised that you focus on creating strategies for these triggers. Once you have lessened their impact in those specific situations, they will no longer affect you at other times. It is recommended that you develop strategies for these triggers after reducing the effects of your stronger triggers.
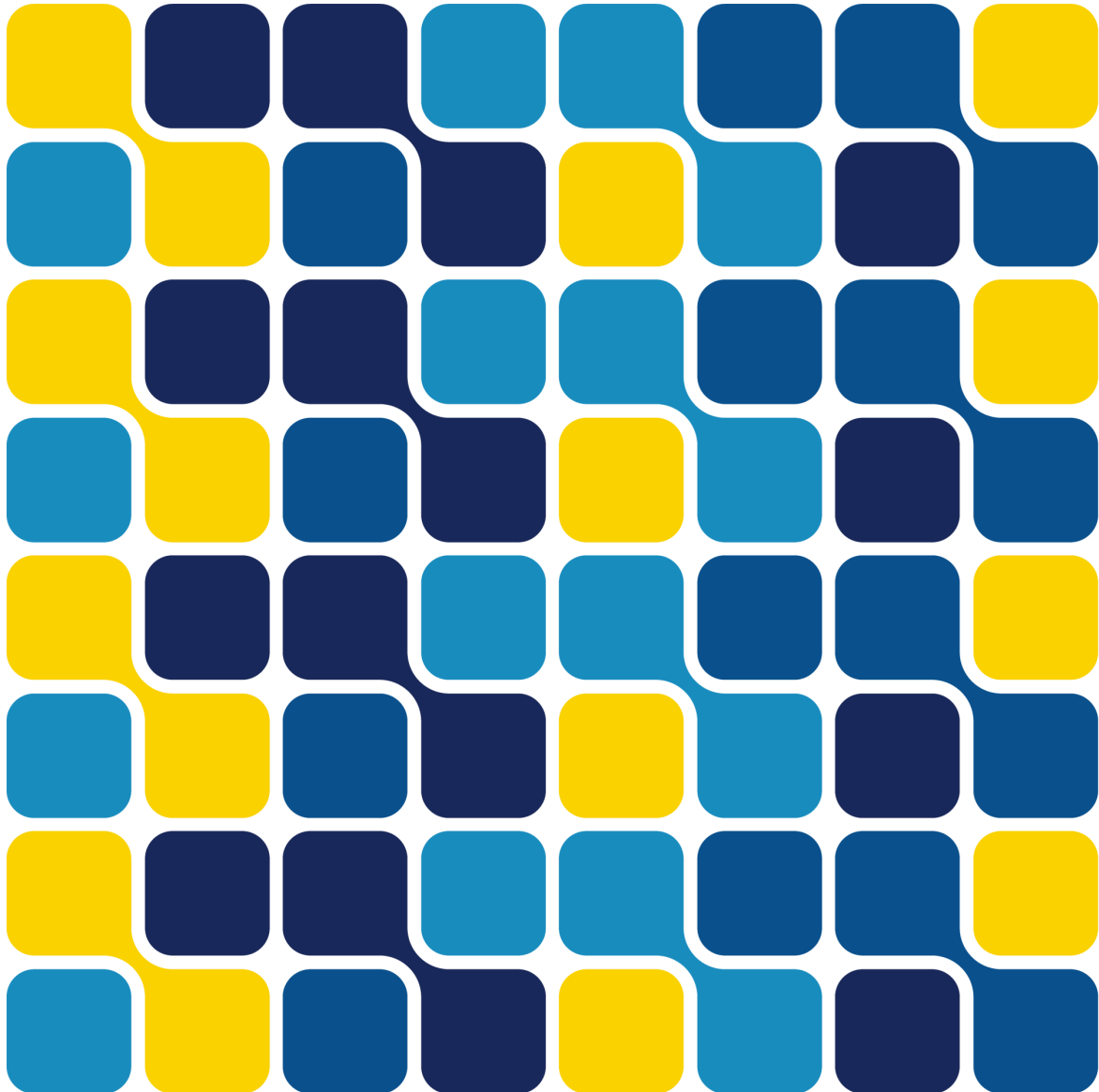
The points closer to **six (6)** are the weakest fixed mindset triggers**.** These triggers may affect you occasionally, but they do not significantly impact you. You might want to understand these triggers better once you have reduced the influence of the other triggers.

Spider Graph

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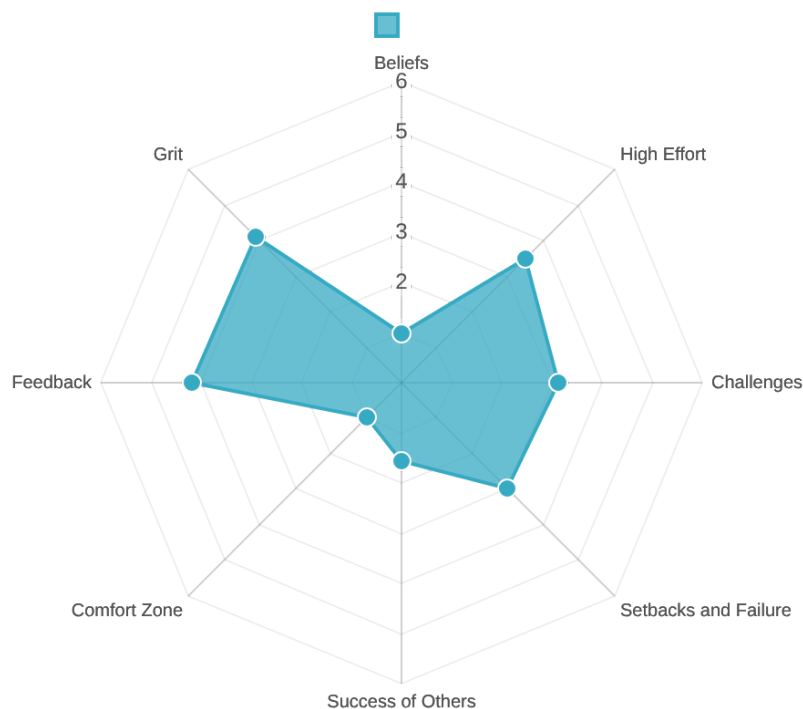
Detailed Report

Insights for John Rives's growth and development

World's Leading Mindset Psychometric

Beliefs

This trigger is whether you believe that intelligence, talent and personality can be developed with effort. Or whether you believe that they are relatively fixed and cannot change substantially regardless of how hard a person tries to develop them. You may believe people need a certain amount of raw talent to be successful in particular job role.

Results for Strong Fixed Mindset Trigger
The profiler indicates that this a strong trigger for you. You were more likely to agree with statements that reflect a fixed mindset reaction like:

"You can learn new things, but you can't really change your basic intelligence."

"When it comes to being successful at work, you have a certain amount of talent, and you can't really do much to change it."

This may mean that you are likely to believe that your intelligence, talent, and personality, and that of others, can't change very much even with effort. People with a more persistent fixed mindset believe that their most basic abilities can't change very much. You should be aware that research has indicated that we all have the potential to develop and learn new skills.

Be mindful that you don't shy away from challenges and miss opportunities to learn and grow. You should also be careful believing that others can't do much to develop their abilities, that they are either talented or they aren't. This belief may cause you to see less potential in people than others.

 It is important to remember that we are mixture of both fixed and growth. So, be mindful when you have a fixed mindset moment. Those times when you say to yourself, I'm not talented or I'll never be any good at something. Reframe your thoughts back toward growth, think of one small thing to try, experiment and ask for mentoring or support. An accountability buddy can also help you to take that first step.

When this trigger is active the following action tendencies may become more pronounced:

·   **Learning Bias:** When you have a growth mindset about your abilities in certain areas but a fixed mindset in others, you may be more inclined to invest time and effort in areas where you believe you can grow and

avoid areas where you doubt your abilities.

· **Labelling People:** Believing in the fixed nature of traits can lead you to label others based on their perceived attributes. This labelling can manifest as judgments or assumptions about people's abilities or limitations, which can impact your interactions and relationships.

· **Lower Potential:** Research suggests that if you have a strong belief in the fixed nature of traits, you may see less potential in yourself and others and may be less likely to invest time and effort in supporting development. This can lead to missed opportunities for mentorship, coaching, and collaboration.

· **Impact on Leadership and Team Dynamics:** In leadership roles or team settings, these beliefs can affect how you lead and interact with team members. You may recognize or foster the potential for growth in team members you deem to have potential and ignore those you deem to have limited potential, which can hinder team performance and engagement.

Here are some strategies for helping to shift beliefs:

Label Spotting - Nominate a person that you believe isn't smart or friendly or talented and spend time with them. Write down your current perceptions and then review them after spending time with them.

Monitor your Narrative - Pick a task, skill or knowledge area that you value highly, and you have a negative self-schema. Now write out a practice plan starting small and increasing your effort over time.

Be An Adventurer - We change with new experiences. When we are using our creative brain if affects the way we feel, think and behave. This exposure to new ideas and experiences changes you.

Trait Change Challenge - You can develop parts of your personality through intentional actions. For example, if you want to be more extroverted than act like an extrovert. Plan each week to do things extroverts do. For example, after a meeting, " I'll talk to one person I don't know. I will ask a colleague to join me for a coffee this week."

High Effort

STRONG FIXED MINDSET TRIGGER

MODERATE FIXED MINDSET TRIGGER

WEAK FIXED MINDSET TRIGGER

This trigger is about your beliefs and behaviours toward situations, tasks or goals that require you to put in a lot of effort to complete, due to having to learn a new skill, collaborate or gain new knowledge. If this is a strong trigger for you then you may believe that you are not talented at something if you have to exert a lot of effort to do well. As a result, you may avoid difficult tasks, procrastinate in getting started or put in less effort to improve.

Results for Strong Fixed Mindset Trigger
The profiler indicates that this a strong trigger for you. You were more likely to agree with statements that reflect a fixed mindset reaction like:

"If you're really good at something, you shouldn't have to work hard at it."

 "If I find something very difficult, I probably won't ever be really good at it."

You are more likely to believe that success at work should come naturally to you and that if you must work hard on something it means that you lack the talent to perform well. You are likely to believe that people need to be smart or talented in certain jobs and if you find a task difficult then you can't be a top performer in that area.

As a result, you may be less likely to persist on some assignments or tasks that you find difficult or avoid starting tasks that you feel will require a lot of effort to complete. Remember, working hard is necessary to learn new skills or accomplish meaningful goals at work.

It's important to explore further how high effort tasks affect your behaviour to gain a deeper understanding of your mindset and tendencies.

When this trigger is active the following action tendencies may become more pronounced:

·   **Task Avoidance and Procrastination:** You may avoid or procrastinate on high effort tasks when you perceive them as demanding or time-consuming.

·   **Overwhelm and Stress:** High effort tasks can sometimes lead to feelings of overwhelm and stress, making it difficult for you to start or complete them. You may struggle to break down complex tasks into manageable steps.

·   **Lack of Motivation:** When you do not see the immediate benefits or rewards of completing a high-effort task, you may be less motivated to engage with it.

·   **Perfectionist Concerns:** Perfectionist tendencies can also play a role. If you believe that you must complete a task perfectly, you may delay starting it because you fear you won't meet your own high standards.

·   **Prioritisation Challenges:** You may struggle with prioritizing tasks, which can result in inefficient use of your time. This can lead you to prefer completing simpler, less demanding tasks, causing you to miss deadlines.

Here are some strategies for improving your response to high effort tasks:

Chunk It - Most people plan their work by allocating time to a task. "I'll work on that report for an hour today." Chunk It focuses on completing a task versus time. Work until you complete one chunk – a part of a task - rather than working to a time limit. If that chunk takes 15 minutes or two hours then that's how long you work.

Small Steps - Break the task down into smaller steps that require less effort versus worrying about the final goal. By breaking things down in smaller steps, you lower the effort making it easier to get started.

Unplug - Remove electronic distractions for a period of time 60 – 90 minutes a day is a good target. If you're like many people you allow yourself to be distracted by social media, email, text, and chat groups. This makes you less productive and increases cognitive load hampering your ability to get difficult and complex tasks completed.

Pomodoro Technique - Pomodoro Technique is a simple time management method, which was created by Francisco Cirillo in 1992. The Pomodoro Technique is a time management hack that helps you focus. When you don't want to do something, or your confidence is low, you can use The Pomodoro Technique. You set a timer for 25 minutes of work, then take a five-minute break, then set the timer again.

Challenges

STRONG FIXED MINDSET TRIGGER   MODERATE FIXED MINDSET TRIGGER   WEAK FIXED MINDSET TRIGGER

This trigger is about how you respond toward tasks or goals that have an uncertain outcome or a possibility that you might struggle or fail. If this is a strong trigger for you then you may not want to do things that you feel you may not succeed at. You may try to avoid challenging situations or goals and not share your mistakes in order to learn. You may prefer to play it safe and avoid challenges.

Results for Strong Fixed Mindset Trigger

The profiler indicates that this a strong trigger for you. You were more likely to agree with statements that reflect a fixed mindset reaction like:

"I prefer to do subjects that I am likely to do well at, even if I learn very little from them"

"I should only take subjects that play to my strengths"

You may avoid tasks that you believe you will be unable to do well and prefer those that play to your strengths. You may shy away from work that doesn't have a clear solution or tasks that you are unlikely to complete without making mistakes. This could cause you to miss some learning opportunities.

You may prefer jobs where you perceive the risk of failure to be reasonably low. This can cause you to miss out on opportunities to do things that you believe would be interesting because you don't want to risk failing.

When this trigger is active the following action tendencies may become more pronounced:

·   **Avoidance Of High-Risk Tasks:** You may be less inclined to take on tasks or projects that involve a high level of risk or where the potential for failure is significant.

·   **Preference For Clarity:** You may gravitate towards tasks and activities that have a well-defined outcome and where you have a higher level of confidence in executing.

·   **Fear of Making Mistakes:** The fear of making mistakes can inhibit you, causing you to over analyse and hesitate when faced with challenges. You may prioritize avoiding errors over taking risks.

·   **Impact On Innovation:** Your risk-averse nature can hinder innovation and creative problem-solving. You may be less likely to propose new ideas or approaches due to the potential for failure.

· **Performance Anxiety:** Dealing with situations that involve risk, and uncertainty can lead to increased stress and anxiety.

Here are some strategies for improving your response to challenges:

Master It - Write down the one learning goal that you can develop and practice that will help you achieve the performance goal. Focus on the skill or knowledge you need to develop and make this your purpose.

Draft A Buddy - When you have a goal that you are struggling to start, or you have started and lost your motivation early, try being accountable to someone. Sharing your goal and your fears will help you put in perspective.

Focus on the Upside - When facing an uncertain problem or situation and there is a risk of failing, we often think about the downside (a pessimistic view of the future) and ignore the upside (an optimistic view of the future).

Meet Your Future Self - We can often procrastinate or give up when we're working toward a long-term goal like saving money or getting healthier. One reason is that our brain is hard wired for immediate gratification. We don't actively consider our future self when making the decision at the present time. In fact, your brain responds the same way when you think about another person as it does when you think about your future self. Picture yourself in the future if you eat that brownie and then picture yourself if you resist that urge!

STRONG FIXED MINDSET TRIGGER   **MODERATE FIXED MINDSET TRIGGER**   **WEAK FIXED MINDSET TRIGGER**

This trigger is about how you feel when you have a setback or failure. If this a strong trigger for you then you may be open to challenges and happily try hard, but when you have a setback or failure it can affect your mood and you may give up too quickly rather than seeing it as an opportunity to learn. You may believe that you cannot learn much from failure and that successful people don't make mistakes.

Results for Strong Fixed Mindset Trigger
The profiler indicates that this a strong trigger for you. You were more likely to agree with statements that reflect a fixed mindset reaction like:

"I don't believe much can be learnt from my failures."

"If I fail at something it probably means I will never be great at it."

You may find that encountering a significant setback or failure affects your confidence and motivation quite a bit in a task or project, and this may make it difficult for you to see a setback as an opportunity to learn. You may prefer work that comes easily for you so that you don't make too many mistakes.

You may see a setback or failure as defining your limitations – "I'll never be any good at this"… At times this may limit your ability to learn from your mistakes or failures.

Remember that if you aren't making mistakes or experiencing failure then you are not learning new skills or stretching your limits to grow. Practicing the things you do well doesn't help your development. Consider setting a goal in an area you want to develop but aren't good at yet.

When this trigger is active the following action tendencies may become more pronounced:

·   **Difficulty Managing Setbacks:** You can find setbacks difficult to handle. Instead of viewing setbacks as a natural part of the learning process, you may interpret them as a personal failure or a reflection of your abilities.

·   **Self-Criticism:** You may become self-critical when faced with setbacks, which can lead to feelings of disappointment and stress. You might blame yourself and view the setback as evidence of your inadequacy.

·   **Reduced Motivation:** Setbacks can have a demotivating effect on you. The experience of failure itself may reduce your motivation to continue pursuing a goal or task.

·   **Lower Resilience:** You may exhibit lower resilience compared to others. Resilience involves bouncing back from setbacks, but you may dwell on failures and struggle to recover.

Here are some strategies that can help you get even better at recovering from a setback and taking a step forward to learn from your mistakes:

Setback Journal - When you have a setback, take a moment to write about it. Think about what happened, what lead to the event and how you felt.

What Went Right? - Ask yourself three powerful questions: What did I learn from this situation? How can I grow as a person from this experience? What new information or knowledge did I gain from this experience?

Moody Me - Develop strategies to alleviate the feelings associated with the bad mood regardless of what caused it. There are three strategies: find relief (take a walk or listen to music), restore balance (have a nap or eat something) and build resilience (see this as chance to build your coping skills).

Choice Points - Step back for a moment. Ask yourself what am I learning from this? What can I do to help myself? Explore where am I now. What actions will lead me to my goal and what will lead me away from my goal?

STRONG FIXED MINDSET TRIGGER   **MODERATE FIXED MINDSET TRIGGER**   **WEAK FIXED MINDSET TRIGGER**

This trigger is about how you feel when you compare yourself to others. If this is a strong trigger for you then you may have a strong need for recognition, want to be the star of the team or become anxious when you feel that you don't measure up to your expectations in a group. As a result, you may avoid situations where you aren't likely to be the top performer and may avoid asking others for help.

Results for Strong Fixed Mindset Trigger
The profiler indicates that this a strong trigger for you. You were more likely to agree with statements that reflect a fixed mindset reaction like:

"When working in teams, it is important to me that I am the star of the team"

"I feel anxious when others perform better than me".

You may seek recognition or compare your performance to others when working in a team. A lack of recognition or feeling that others are performing better than you may cause you to become anxious about your abilities. This may make you less likely to seek help from others to solve a problem or learn new skills

Be conscious of your reactions in team environments and strive to support those team members with different views and skills and seek to learn from their experiences.

Let your commitment and contribution speak for itself rather than seeking external recognition. Be honest when you are anxious about your performance and seek feedback to better understand your contribution. Remember, we all have development areas that we need to work on.

When this trigger is active the following action tendencies may become more pronounced:

·   **Concern For External Validation:** You may be overly concerned about how others perceive you. You may place significant emphasis on seeking recognition and approval from others.

·   **Comparative Nature:** You tend to compare your performance to that of others, which can lead to feelings of insecurity or anxiety if you perceive that others are outperforming you.

·   **Reluctance To Seek Help:** Your desire to be perceived as competent may make you hesitant to seek help from others, even when you encounter challenges or need assistance with problem-solving.

·   **Competitiveness:** You may perceive situations as competitive. While competitiveness can be a valuable trait in some situations, an excessive focus on competition can sometimes hinder collaboration and teamwork.

·   **Recognition Of Others' Achievements:** You may be slow to recognize or acknowledge the achievements of others. This could indicate a tendency to prioritize your own accomplishments and downplay those of your peers or colleagues.
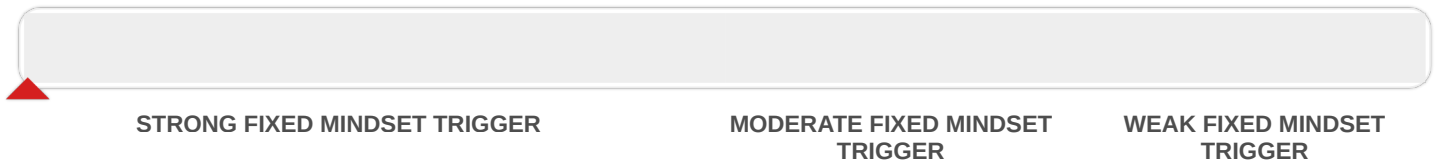
To get even better at learning from others you can try out these strategies:

Gift of Gratitude - Practice Gratitude by writing a Gratitude Journal, writing a Gratitude Letter to someone that has been supportive or simply say thanks to someone for their contribution.

Set A Learning Goal - Write down your performance goal, then write down at least one learning goal that will help you. Focus on being a learner and don't worry as much about what people will think about you.

Cultivate A Quiet Ego - Recognising your needs and the need and styles of others can reduce the impact of this trigger. Do this through perspective taking (put yourself in their shoes), inclusive identity (consider the issue from their perspective), detached awareness (view the situation from the third person perspective) and growth mindedness (expand the scope of people you interact with).

Practice Self Compassion - When you make a mistake, transgress against someone, or have a negative experience. How would you treat a friend? Write down ways this makes you human and change your critical self-talk.

Comfort Zone

STRONG FIXED MINDSET TRIGGER	**MODERATE FIXED MINDSET TRIGGER**	**WEAK FIXED MINDSET TRIGGER**

This trigger is about how you feel about taking risks and trying new things. If this a strong trigger for you then you may prefer to stick with what you know. At times you may be reluctant to learn new things, especially in front of others. You may get nervous in a group setting where you feel that others will be judging you.

Results for Strong Fixed Mindset Trigger
The profiler indicates that this a strong trigger for you. You were more likely to agree with statements that reflect a fixed mindset reaction like:

"Sometimes I delay starting tasks that I am unfamiliar with."

"I don't like learning new topics that I haven't done before."

You may get nervous when you must take on tasks or projects that are unfamiliar to you. As a result, there are times when you prefer to avoid learning new things and stick with what you do well. This means that you may miss some opportunities to learn new skills.

You may at times be concerned about how others might judge you and are less willing to try new things at work. Be careful that you don't stick with old routines and habits. Trying something new and different makes your brain stronger. Be mindful of that voice inside your head warning you not to try something because you might look foolish at first.

When this trigger is active the following action tendencies may become more pronounced:

·   **Discomfort With Change:** You tend to avoid situations that challenge your existing abilities or require you to learn new skills. You may prefer the familiar and known because it feels safer.

·   **Fear Of Judgment:** You may worry about being judged by others if you make mistakes or fail at something new. This fear of negative evaluation can prevent you from stretching yourself and trying new things.

·   **Self-Doubt:** You may avoid tasks or situations where you might not excel immediately. You may opt for easier, well-practiced tasks to protect your self-esteem. Your internal dialogue can amplify the actual risk, triggering self-protective choices.

· **Social Reticence:** A comfort zone trigger can result in shyness as a trait. In a team or group context, you may be less likely to engage in collaborative problem-solving. Your fear of judgment can hinder team dynamics and creativity.

· **Stress Is Debilitating:** The dominant cultural perception of stress as something negative or "bad for me" leads to regulatory goals focused on reducing or avoiding stress. This perspective can limit opportunities for growth and development and reduce your efforts to leave your comfort zone.

Here are some ways to help you leave your comfort zone.

Think It – Do It - Research has demonstrated that we practice something just by picturing ourselves performing the activity our brain begins to change and we improve. For many people the first step of doing something in their zone of discomfort isn't always a physical step. It could be just practicing mentally.

Zone Of Discomfort - There is an optimal zone for learning. When you stay in your comfort zone you learn at a very slow rate as there is no level of stress or anxiety present. At the other end of the spectrum, when you experience high levels of stress, you pass the optimal learning zone, and your progress slows. When you find the optimal zone, neither too little nor too much stress, you learn at a faster rate.
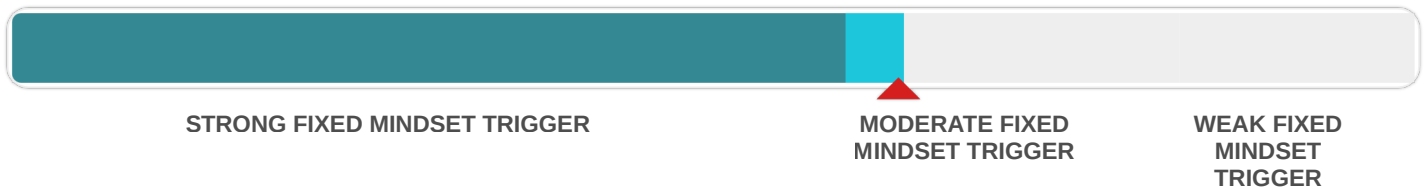
Progress Over Perfection - If you have a perfectionist personality it can cause you to become anxious at even the smallest mistake. This can trigger anxiety when encountering new or unfamiliar tasks. Reframing your performance and planning has been demonstrated to help people to cope with mistakes after they occur. Moving from blaming yourself and being critical to being curious and self-compassionate.

Social Fitness Workout - For this strategy there are a few "workouts" you can practice that, over time, will cause you to become more socially fit. Here are two recommended workouts.

1. Outward Focus: Practice focusing on the other person by looking for interesting things about them and areas you have in common.

2. Accept Discomfort: If you feel nervous allow yourself to accept that as part of the process. It's like tiring a muscle by lifting a weight. The muscle develops because of the stress of the weight. See your discomfort as a sign that you are building your social muscle.

Stress Is Enhancing - The concept of "stress is enhancing" recognises that when managed well and perceived positively, stress can motivate growth and learning. Instead of viewing stress as a purely negative experience, the idea is to acknowledge that it can foster alertness, improve performance, and help you adapt to new challenges.

• Attentional Control: Align stress to indicate something is important and let it fuel your effort.

• Cognitive Change: Don't try to suppress stress as badly. Embrace the feeling and say, "I can do this."

• Response Modulation: Avoid reducing stress through drinking. Amp up the volume by working out, listening to pump-up music or giving yourself a pep talk.

Feedback

STRONG FIXED MINDSET TRIGGER **MODERATE FIXED MINDSET TRIGGER** **WEAK FIXED MINDSET TRIGGER**

This trigger is about how you feel when you get feedback or criticism. If this is a strong trigger for you then you may take criticism personally and become highly anxious or moody. You may discredit the source of the feedback – "what would they know", become defensive or get very anxious when receiving feedback about your work. You may find that getting feedback about your performance makes you more nervous than others.

Results for Moderate Fixed Mindset Trigger
The profiler your results indicated that you are mostly fine with feedback, however there may be certain situation that make you nervous or anxious. Especially, when the stakes are high. You slightly agreed with statements like:

"If I think I did badly on a project I avoid getting feedback."

"I act like I am fine when my manager corrects my work, however I actually feel very nervous."

While you are comfortable receiving feedback from others under most circumstances there may be certain times when feedback makes you anxious or doubtful. You are likely to value most feedback as contributing to your learning and growth.

As a result, you are more likely to respond well to feedback and be more willing to apply the insights gained to improve your performance. Be mindful that when you get feedback that you don't agree with that you try to learn from it.

When this trigger is active the following action tendencies may become more pronounced ;

· **Nervous or Anxious About Feedback:** You may experience nervousness or anxiety when receiving feedback. This emotional response can stem from a fear of judgment or a belief that feedback is critical or personal.

· **Resistance to Feedback:** You may be more resistant to feedback compared to others. This resistance can make you reluctant to accept feedback or lead to a preference for avoiding feedback altogether.

· **Discrediting or Dismissing Feedback:** When receiving feedback, you may seek to discredit the feedback source, become argumentative, or dismissive.

· **Reluctance to Apply Feedback:** You may find it challenging to perceive feedback as contributing to your learning and growth. This difficulty can result in less ability to identify errors or apply feedback to improve performance.

· **Recovery from Feedback:** It may take you a while to recover from feedback, suggesting that you may dwell on negative feedback or have a hard time moving past it. You may internalize feedback as a lack of ability.

Here are some strategies for getting better at making the most of feedback:

30/90 Feedback - Be more comfortable by sharing your work when it's 30% complete asking for initial feedback rather than waiting until it's 90% complete. You will be more open to learning and less worried the outcome when you haven't put much effort into the product yet.

Calm Yourself - When you feel anxious and threatened by feedback, calm yourself with quick techniques such as deep breathing, recalling a pleasant memory, or taking a break.

Feed Forward - As the term implies, this type of feedback is designed to give people insights into what they could do to learn, improve, and grow. It can be about knowledge, behaviours, or strategies. Feed Forward lacks judgement or appraisal. It comes from a desire to assist someone to understand the gap between their current ability and the desired ability and offers ideas of how to close this gap.

Be Curious - Rather than winning or persuading, treat your purpose in giving feedback as being curious. You're goal it is to gain a better understanding of the situation, how the person is feeling and what might help. Don't assume you have all the facts or understand the context. Be open to changing your perspective and work toward a way forward that works for both of you.

STRONG FIXED MINDSET TRIGGER	**MODERATE FIXED MINDSET TRIGGER** **WEAK FIXED MINDSET TRIGGER**
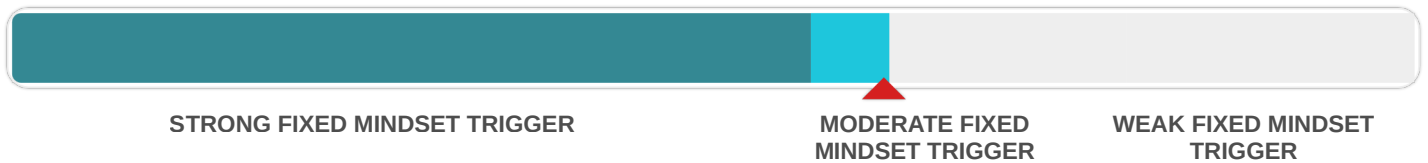
This trigger is about how you respond to jobs and tasks that take a long time to complete or that you find dull. If this is a strong trigger for you then you may be fine getting started on difficult and demanding projects, but you find that over time you struggle to maintain your focus. You start lots of new things, but you don't quite finish them. You may also struggle with work or assignments that you don't enjoy, and this can affect how well you perform.

Results for Moderate Fixed Mindset Trigger

The profiler indicates that you often complete lengthy or dull tasks, but there may be times when you need to focus on completing certain tasks. Especially, if you have competing priorities. You slightly agreed with statements like:

"If I don't like a part of my work, it can be hard for me to maintain my focus."

"I often wait until the last minute to complete a task that I don't enjoy."

While you are more likely than most to persist with tasks and goals even when they take a long time complete, you can at times struggle to maintain your focus or get distracted. This may occur more frequently when you don't like a part of what you are doing.

There may be times when new projects or changing priorities require you to shift focus. When this occurs, you may not always return to a task you started to complete it.

When this trigger is active the following action tendencies may become more pronounced:

·   **Difficulty Maintaining Focus:** While you may have no trouble starting difficult or demanding projects, you may struggle to maintain your focus over time. This behaviour can result in a backlog of unfinished work and may lead to feelings of being overwhelmed.

·   **Overcommitment:** You may overcommit yourself by taking on more tasks or projects than you can realistically handle. This can contribute to stress and a sense of being stretched too thin.

·   **Difficulty with Unenjoyable Work:** Tasks or projects that you don't find enjoyable may be particularly challenging for you. This can affect your overall job satisfaction, performance, and well-being.

· **Prone to Distraction:** You can be easily distracted or compelled to switch between tasks, making you less productive. You may gravitate toward shorter-duration tasks.

· **Potential for Burnout:** Over time, this pattern of behaviour can lead to burnout as you juggle multiple unfinished tasks, experience frustration, and struggle to find fulfillment in your work.

Here are some ways to become grittier:

Find the Joy - The interesting thing about grit is that it doesn't turn up when you are passionate or love what you are doing. For this strategy take a moment and think about something you struggle to do because it has no or little joy. Now consider at least three ways that you could make this task more joyful. Here are some tips:

· Do the work in a place that motivates you (in a garden, café, or library).

· Do the work with someone you like or want to learn from.

Unitask - Many people have a daily routine that is full of distractions and "multitasking" by trying to do many things at once. Focus on one thing at the time without distractions for 90 minutes. Use this strategy at the start of your day to make it most effective and try to practice at least twice a week.

Make it a Habit - When you find that you are procrastinating and finding it difficult to maintain your motivation to complete routine tasks then make it a habit. Once formed habits are self-perpetuating. Your brain encodes the habit, and it triggers an automatic response to take that action without you having to think about it. Habits are powerful routines that can boost your productivity and motivation.

Temptation Bundling - Temptation bundling is a technique of combing something pleasant with something that you find unpleasant or tend to avoid. Think of those admin tasks that you must complete each week. Maybe you love music. Temptation bundle by listening to music while you do your admin work. An alternative approach to temptation bundling is to reward yourself after completing that admin task.

Conclusion

Remember that we are all a mixture of fixed and growth mindsets. Understanding your fixed mindset triggers can help you understand what gets in the way of being a better leader. Share your fixed mindset triggers with those close to you and discuss what strategies you could try to reduce the impact they have on you.

It is normal to have fixed mindsets in some contexts, certain types of work, friendships and activities. Developing some ways of managing those fixed mindset moments will improve your performance in every aspect of your life.

Survey Test Result

Item value	Scale value	Scale name
13	1.00	Beliefs
35	3.50	High Effort
44	3.14	Challenges
30	3.00	Setbacks and Failure
14	1.56	Success of Others
7	1.00	Comfort Zone
46	4.18	Feedback
33	4.13	Grit