



core  growth

-- First Name -- -- Middle Name -- -- Last Name --

05-08-2022



"We like to think of our champions and idols as superheroes who were born different from us. We don't like to think of them as relatively ordinary people who made themselves

**EXTRAORDINARY**

***Why Not?***

to me that is so much more

**AMAZING!"**

- Carol Dweck

## About this Report

This assessment is based on 30 years of research by Carol Dweck from Stanford University in the field of psychology and human potential. She coined the term “Growth Mindset”, in her 2006 book *Mindset: The New Psychology of Success*. Here, a Growth Mindset is when a person believes that they’re not limited by inherent traits or abilities. Instead, they believe that they have an unlimited capacity to learn, grow, and improve. This mindset stands in contrast to a “Fixed Mindset,” in which a person believes they possess a certain set of characteristics that’s unlikely to change. In the workplace, these two mindsets can appear both on an individual and at an organizational level.

Since the original publication of her book, Dweck has conducted research showing that most companies demonstrate an overall trend toward either a Fixed Mindset or a Growth Mindset. Those with a Fixed Mindset tend to focus on what they already know how to do and like to stay in their comfort zone. Whereas those with a Growth Mindset tend to challenge themselves and go outside their zone of comfort, dedicated to building new capabilities that will help them achieve both personal and professional success. When individuals in the organization have a strong Growth Mindset, they have the ability to shape culture and unlock the potential of others in the company. Underpinning the Fixed or Growth Mindset is a set of beliefs that can keep you limited in your perceived abilities or help you to continually grow and change.

Since the questionnaire is a self-report measure, the results reflect the individual’s self-perception. Extensive research has shown this to be a good indicator of how people are likely to operate in the workplace. Nevertheless, consideration must be given to the subjective nature of using an individual’s self-perception in the interpretation of these data.

It should be remembered that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.

The information contained within this report is likely to remain a good reflection of the individual’s self-perception for 12-24 months, depending upon circumstances. The report was produced using TalogyTech Measurement services. It has been derived from the results of an assessment completed by you and your selection of the items.

## How to Use and Interpret the Growth Mindset Report

To gain a greater level of self-awareness on your Growth Mindset the report is broken down into three categories; How I think, What I do, and Who I engage.

The first category, How I think, is the foundation for Growth Mindset and special attention should be paid to these scales. If you are low on any of these scales, then it's recommended you start from here to grow your Growth Mindset. The second category is What I do, and this relates to the actions you take to achieve your goals. The third and final category is Who I engage, and this focuses on who you engage with to help you grow and develop.

To identify where you sit on the scales being measured, your scores have been compared against the scores of those who have previously completed the assessment and are shown on a standard scale of 1 to 10.

As you move up in score, you will show a greater and more consistent level of Growth Mindset. When you are at the highest level on the scale, your growth mindset in this area not only unlocks powerful growth for you, it also enables others to grow and develop. Notice where you are on the scale for each category and focus on incremental growth to progress along the scale and see impact in your personal and professional life.

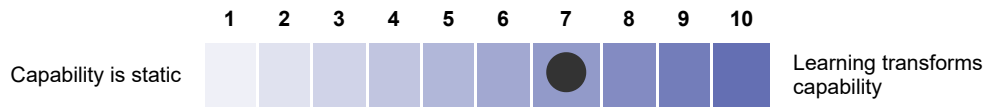
As you are interpreting your report take into consideration which contexts you may demonstrate a more Fixed or Growth Mindset. For example, a person could be great in math-related topics, demonstrating a Growth Mindset in this area. However, when it comes to learning a language, they may move into a more Fixed Mindset.



# Growth Mindset Overview

## HOW I THINK

**Learning** - A passion, dedication, and belief that new skills and talents can be developed over time.

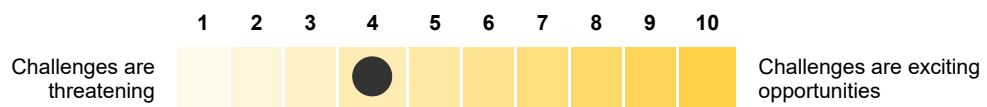


**Mistakes** - Sees failure and making mistakes as a vital part of developing new capability.



## WHAT I DO

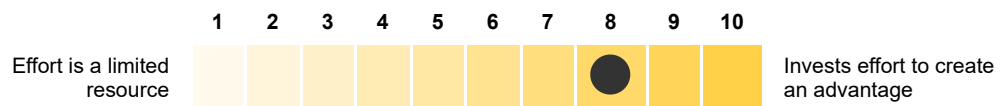
**Challenges** - Seeks out challenges and steps beyond their comfort zone even when the outcome is uncertain.



**Obstacles** - Is willing to confront difficulties, stay focused, and be creative in finding new innovative solutions to setbacks.

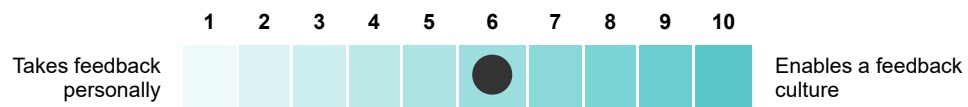


**Effort** - Uses focus, energy, and discipline to attain mastery and achieve personal and professional goals.

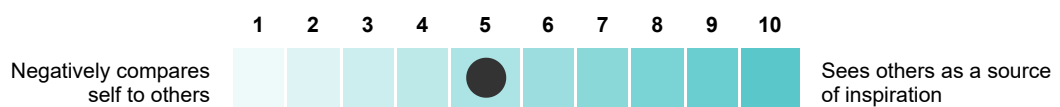


## WHO I ENGAGE

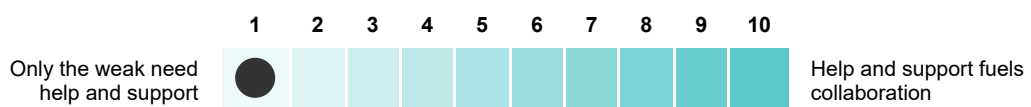
**Feedback** - Seeks and gives feedback regularly and sees constructive criticism as a way of growing and improving performance.



**Success of Others** - Is inspired by others and sees their success as a driving force to develop and take risks.



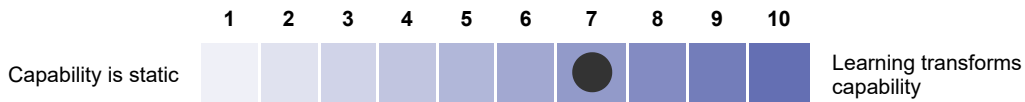
**Help & Support** - Courageously asks for help in order to progress forward and avoid being stagnant.



How *i think*



**Learning** - A passion, dedication, and belief that new skills and talents can be developed over time.



### What it means

You have a learning mindset and are likely capable of significant growth in most areas of your life. While there may be some skill areas where you believe development to be more difficult, requiring significantly more effort and energy, you likely show a good level of motivation to learn when you put your mind to it. Your curiosity may typically be focused on learning in your field of work or within your current hobbies or interests, but when you reflect over your life progress you can likely see a good level of growth in certain areas.

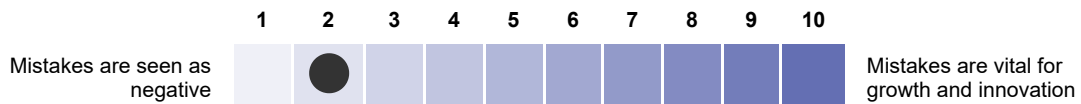
### Development Tips

**These tips will help you to move towards a more consistent and powerful Growth Mindset:**

- Accelerate your learning by stepping further outside of your comfort zone and pick one area that will have a big impact on your performance that you have been avoiding or delaying.
- Create a daily mantra and repeat often: *"Over time, I can learn anything if I put the right effort in it"*.
- Carve out one hour every week to learn something new. Perhaps it is learning to play an instrument, reading a different genre of books, or talking to an expert outside your area of expertise.
- Look back over one year and ask yourself: *"What can I do now that I couldn't do before?"*
- Ask your friends and colleagues what are your top three strengths? Then ask yourself how you can leverage these strengths to learn in areas that you've been avoiding.
- Pay attention to your self-talk. What do you tell yourself that you can't learn or it's too hard? When you catch yourself, tell yourself *"Over time, with the right effort I can learn and grow in this area"*.
- Choose to read a fictional book outside your culture or watch a movie created in a language other than your mother tongue. Consider your leisure time as an opportunity to expand your mindset.



**Mistakes** - Sees failure and making mistakes as a vital part of developing new capability.



### What it means

When mistakes happen, you may hide, ignore, or downplay these, or in some cases, even cover them up. You may find it difficult to reflect on how you contributed to the mistake, or become overly focused on the mistake itself, beating yourself up over not being perfect in that instance. This can lead to a lack of reflection impacting your ability to learn from and mitigate the chance of repeating the mistake. To you, failure on a task, may often feel like failure as a person. When mistakes do happen, it can be a challenge to be compassionate with yourself and others, making it difficult to support others through the learning process.

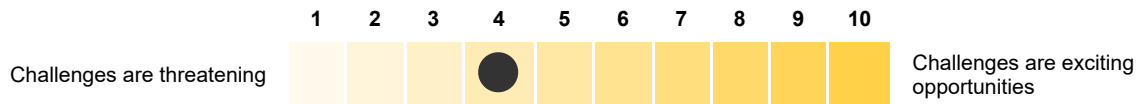
### Development Tips

**These tips will help you to move towards a more consistent and powerful Growth Mindset:**

- When a mistake occurs, the words you choose can have a profound impact on your ability to improve. Shifting from "I did not get this right" to "I did not get this right yet", has the power to move you forward. The power of "yet" directs you to a future state and acknowledges you are on a learning curve, it emphasizes process over outcome and unlocks the power of believing that you can improve.
- Mistakes happen. You are human. Carol Dweck, author of Growth Mindset, offers these words "Failure can be a painful experience. But it doesn't define you. It's a problem to be faced, dealt with, and learned from." Experiment with having compassion for yourself, especially when things do not go the way you intended. Keep Dweck's words close at hand as a reminder. To build a greater level of compassion for yourself ask yourself: "What's a lesson I can learn from a recent mistake?"
- Gain greater self-awareness of what contributed to the mistake. Identify positive tendencies that you have that might have helped mitigate the impact of the mistake. Use this reflection to also challenge yourself to identify your tendencies that got in the way of a successful outcome. This reflection process helps you learn from this situation and importantly, be better equipped to avoid repeating the same mistake in the future.
- Discuss openly your mistakes with colleagues you trust. Ask how others have fixed similar mistakes and quickly implement the best solution. By exploring alternative options it helps expand your view of what is possible to fix a problem while increasing the available options.
- Here are four steps to help process a mistake and ensure it won't be repeated: Step 1) Accept failure is universal and not always preventable. Step 2) Acknowledge and take accountability for the mistake. Step 3) See what you can learn from the mistake. Step 4) Move forward with your new awareness to avoid repeating the same mistakes.



**Challenges** - Seeks out challenges and steps beyond their comfort zone even when the outcome is uncertain.



### What it means

You likely prefer to take on only easy challenges when you feel confident you can achieve success. At times, you may see unexpected or unfamiliar challenges as a threat, leading to you avoiding tasks you are not familiar with and preferring to stick with what you know. You may regularly defer to others, letting them take the lead on group projects and only volunteering on tasks that are clearly within your existing skill set.

### Development Tips

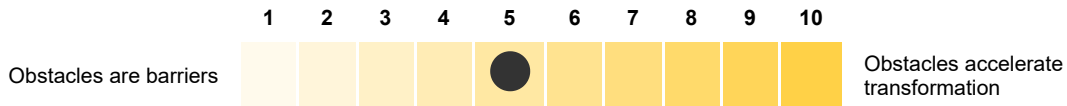
These tips will help you to move towards a more consistent and powerful Growth Mindset:

- Find a friend or colleague that performs a task you are not familiar with. Think about how increasing your understanding about that task could help you, move outside your comfort zone and make the unfamiliar familiar.
- Break down the challenge into manageable, bite-sized steps that you are at least 80% confident you can gain traction on. Acknowledge yourself when you complete each bite-sized steps. Keep in mind progress over perfection.
- When you are reluctant to volunteer for a difficult challenge, think about a time in your past when you overcame a challenge. See if you can tap into that energy that is inside of you. Ask yourself: "What strategies or tactics did I use to overcome that challenge?" and "What would the situation look like if I applied those strategies or tactics to this new challenge?"
- Substitute the word *can't* for **yet** when struggling to master a new task. Instead of saying to yourself "I *can't* do it" emphasize "I haven't mastered it **yet**."
- Reframe a challenge from a threat to an opportunity to grow and develop. Ask yourself: "What can I gain by taking on this challenge?" or "What new experience can I gain by addressing this challenge?"





**Obstacles** - Is willing to confront difficulties, stay focused, and be creative in finding new innovative solutions to setbacks.



### What it means

When encountering setbacks you seek to learn from these, developing strategies for overcoming them now and in the future, in order to see projects through to the end. In most cases, you are able to think of ways to deal with the difficulty yourself, but know when to engage with others for additional support. You likely approach obstacles with tried and tested solutions, but at times it might be more beneficial for you to consider alternative or creative solutions to overcome the obstacles you face.

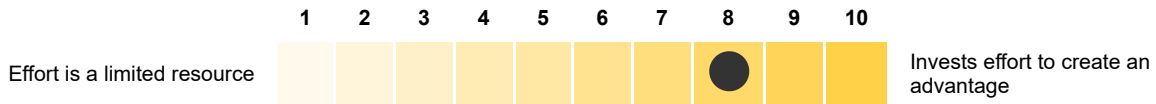
### Development Tips

**These tips will help you to move towards a more consistent and powerful Growth Mindset:**

- When you feel you are not making progress ask yourself: "How can I take a step back from the problem and see it from a new vantage point?" Try interval working. Research has shown that working 90 minutes on a task and then taking a 15 minute break yields the best performance.
- Harness the power of positive labels. We all have a need to belong. Positively labelling the group of which we are a part — and any ambiguous or challenging situations that our group faces — can nudge us in the right direction. Here is how to use it. Ask: "How important is it for us to solve the problem together?" Be clear that the challenges faced by your team are common and reasonable to anyone that wants to achieve something difficult.
- Practice being curious and ask a lot of open-ended questions that begin with "what" and "how". For example, "What is the root cause of the problem?" or "How can I learn faster?"
- Stay motivated when working on a difficult obstacle by thinking about how positive you will feel when achieving your goal and developing new skills. Visualize yourself achieving the goal and get in touch with the feelings associated with the achievement.
- Experiment with more untested solutions and engage others in helping you solve the problem. Engage in creative thinking by brainstorming with others, use different color post-it notes. Use DeBono's Six Thinking Hats (see [debonogroup.com](http://debonogroup.com) for more information).



**Effort** - Uses focus, energy, and discipline to attain mastery and achieve personal and professional goals.



### What it means

You know that effort is necessary to strengthen and grow your capabilities. You are passionate about achieving success and mastery, willing to put the necessary levels of energy and effort into attaining your personal and professional goals. Even in uncertain times you tend to look for ways to improve yourself and the organization, taking a disciplined and focused approach to pursuing both short and long-term goals.

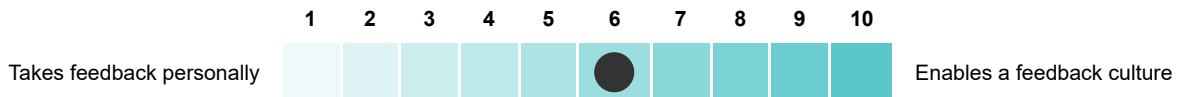
### Development Tips

**These tips will help you to move towards a more consistent and powerful Growth Mindset:**

- Take a more disciplined approach with your time and energy. Focus your effort on your biggest priorities. Keep a time journal for two weeks to see how you are using your time. When reflecting on the time, identify what activities drain your batteries and what has recharged your batteries. See if you can identify your time wasters. Apply your insights into the following two weeks.
- Meditate 10 minutes daily. This will build your self-confidence, create a stronger inner connection to yourself and will allow you to remove your resistance to take action.
- Choose a very challenging goal or one that you've been unable to achieve and create a blueprint to accomplish your goal, including strategies and detailed plans. Ask a friend or colleague to review your blueprint and provide any new insights or ideas.
- Focus on exercising, eating right, sleeping, and having a positive outlook to maintain high levels of energy and achieve all your goals. Keep track of your progress with an easy to use app on your smart phone.
- Talk to more senior leaders and ask them: "What keeps you up at night?" Reflect on how you can address some of these challenges and suggest a concrete project that could do this. Volunteer to lead a task force and recruit different colleagues with complimentary skills. Meet with the senior leader regularly to give updates on the team's progress.



**Feedback** - Seeks and gives feedback regularly and sees constructive criticism as a way of growing and improving performance.



### What it means

While you tend to prefer positive feedback which helps build your self-esteem, you are open to constructive feedback when this can help you achieve your goals. However, if feedback is too general, focused on long-term development, and/or gets in the way of your self-image then you may discount or reject this, seeing it as useless or even baseless. You tend to avoid giving others constructive feedback for fear of hurting them, which may hold back the team or an individual from performing at a greater level and mastering a specific skill.

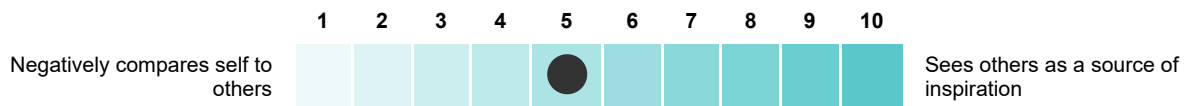
### Development Tips

**These tips will help you to move towards a more consistent and powerful Growth Mindset:**

- As an aid to continuous improvement, initiate asking more precise questions for both positive and constructive feedback. When someone shares you did a good job, follow up with a more precise question such as: "What did you like about what I did?" When you solicit constructive feedback from others ask: "How can I be more effective at..."
- Carve out time to take a long walk to reflect on feedback you've received. Dive deeper to understand the difference between the intent you had versus the impact you made. Ask yourself: "What tendencies do I have that might have gotten in the way?"
- Shift your belief that constructive feedback can be a personal attack. Recognize that what you do is different from who you are. See if you can separate what you did (which you can change) from who you are to reduce your tendency to take criticism personally or as an attack.
- Reframe delivering feedback from "I don't want to hurt you" to "I can help you get better". Experiment with delivering feedback that amplifies the person's strengths and is outcome focused. For example: "The project results are higher quality when you do more of ..."
- Experiment with making yourself more approachable to feedback. One tactic is to show gratitude to others for providing feedback. This encourages them to repeat offering you feedback in the future. Let them know how their feedback has increased your effectiveness in thinking, behaving and/or performing.



**Success of Others** - Is inspired by others and sees their success as a driving force to develop and take risks.



### What it means

You enjoy personal success and likely prefer to compare your success to others as long as it makes you feel good. You might have a tendency to downplay others' success when they've achieved something that you've always wanted but have yet to attain. Since you likely see others as direct competition, you can miss the opportunity to be mentored or overlook important insights into their failures and success at times. You may be more motivated by looking good rather than getting better.

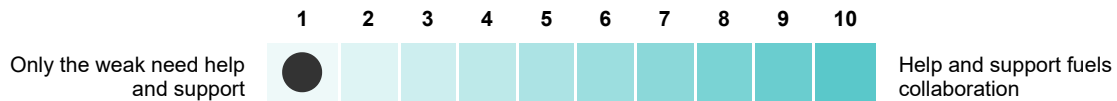
### Development Tips

**These tips will help you to move towards a more consistent and powerful Growth Mindset:**

- Engage in a healthy competition with your colleagues in order for everyone to push themselves to come up with game-changing ideas and results. Create a game of who can come up with the most ideas or who can achieve their exercise targets first.
- Reframe your mindset from competition to cooperation. Become aware that you have thoughts that minimize the accomplishments of others. Identify a colleague that you've been competitive with and see if you can identify areas where you can help each other grow.
- Watch videos or listen to a podcast of 5 successful people, sharing their story of success. Ask yourself: 1) How do they think differently? 2) What emotional state do they tend to stay in? 3) How do they overcome their fears? Reflect on how these insights can be applied to the learning opportunities you are facing.
- Watch Oprah's Super Soul Sunday on YouTube where she interviews successful people and what they needed to do to accomplish their goals. Ask yourself: "What can I apply to my life right away?"
- Seek out different experts from various backgrounds as sources of inspiration and learning. Choose people who are top in their field. Keep a learning journal and capture insights that you uncover.



**Help & Support** - Courageously asks for help in order to progress forward and avoid being stagnant.



### What it means

You tend to rarely ask for help, likely seeing this as a weakness, or feeling like this will expose your own deficiencies or make you look incapable. You typically don't offer help to others, either preferring to wait until they ask or because you believe you have little to offer. In the long-term, this may limit your learning opportunities, impacting your ability to further develop your skill set.

### Development Tips

**These tips will help you to move towards a more consistent and powerful Growth Mindset:**

- Experiment with tapping into the support of the people willing to help you. Create an experiment where you accept the offer of help. Ask yourself: 1) What did I learn about the problem? 2) What did I learn about the other person? 3) What did I learn about myself?
- Ask questions and learn about others' success. Ask them: 1) What contributed to your success? 2) What gets in your way? Connect these insights with your own reflections about how you have previously achieved success.
- Think about a current project or goal you are working on and pinpoint where you could use some help or advice. Identify all the people that can help you. Either bring them all together or meet with them one-on-one. Don't forget to let them know that you appreciate their skills and acknowledge where they can help you. One simple way to demonstrate your gratitude for their help is to also offer help to them.
- Be more comfortable with being vulnerable. Explore Brené Brown's work on vulnerability. Reflect on how her famous TedTalk [The Power of Vulnerability](#) can be practically applied to your own challenges and learning goals.
- Reframe how you see asking for help, instead of seeing this as a weakness think of it as being courageous. Ensure when you do ask for help that you acknowledge that you've taken their advice in the past and it had a positive impact.

## Action Plan

**Learning Goal:**

What do I want to achieve?

**Success:**

What does success look like?

**Key Milestones:**

What are my key milestones?

Add due dates

**Growth Mindset Strengths:**

What strengths in Growth Mindset do I want to apply to enable me to achieve my goal?

**Growth Mindset Development:**

Where do I need to grow my Growth Mindset to achieve my goal?

**Priorities:**

What are my top three priorities?

**Tips:**

Which tips will I implement?



core  growth

THE *power*

TO CREATE NEXT-LEVEL  
THINKING, PERFORMANCE  
AND SUCCESS.

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