



Human Edge CORE™

Growth Mindset Report

Charles Darwin (Sample Report)

05-05-2020

About this Report

The Mindset Continuum reflects psychologist Carol Dweck's research and the real world. In her landmark best-selling book, *Mindset: The New Psychology of Success*, Dweck describes someone as having a Growth Mindset when they believe their most basic characteristics, such as their talents, abilities, and intelligence, can be developed through dedication and hard work. On the other hand, people with a Fixed Mindset believe these abilities are fixed traits.

Defining Mindset as being either Fixed or Growth allows us to easily compare these different belief systems. Importantly, it enables us to highlight the starkly different behaviors associated with each set of beliefs. For example, people with a Fixed Mindset give up easily, while those with a Growth Mindset are more likely to persist. Juxtaposing Fixed and Growth Mindsets has become the standard way of describing people's Mindset.

The purpose of this report is to create self-awareness to understand where you are on the different dimensions that make up a growth mindset. It's an invitation to growth. The Mindset Continuum reflects what is observed in a business environment and what underlying beliefs may contribute to these behaviors. The goal is not to only be at the highest level of growth mindset but to learn how to move along the continuum to build confidence and mental mastery.

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, considerations 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 PSI Talent Measurement services. It has been derived from the results of an assessment completed by the respondent selection to the items.

How to use the Report and Interpret the Growth Mindset Continuum

To gain a greater level of self-awareness on your growth mindset you will notice the report is broken down into three categories. *How I think* is the foundation for Growth Mindset and pay special attention to these scales. If you are low in these scales, then it's recommended you start here to continue 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 to help you grow and develop.

Each scale is on a continuum from Fixed to High Growth Mindset and contains four possibilities. As you move across the continuum you show a greater level of Growth Mindset. When you are at the highest level you enable others to grow their Growth Mindset. Notice where you are on the continuum for each category and scale and focus on moving through the continuum and not necessarily getting to High Growth Mindset in all categories. It's more important to focus on incremental growth to see progress and impact in your personal and professional life.

Also, as you are interpreting report please give some thought as to in what contexts you tend to gravitate to the Fixed or Growth Mindset part of the continuum. For example, a person could be great in math-related topics but when it comes to learning a language, they see limitation and are more in a Fixed or Varied state of mind.



Growth Mindset Continuum

HOW I THINK



Learning Mindset

You have a passion, dedication, and belief that new skills and talent can be developed over time and are not innate.



Mistakes

See failure and making mistakes is part of the learning process to grow and improve your own performance.

WHAT I DO



Challenges

You seek out challenges and regularly push yourself out of your comfort zone and sees them as an opportunity to learn and grow.



Obstacles

Are willing to confront difficulties, stay focused, and be creative in finding new innovative solutions to setbacks.



Effort

Use focus, energy, and discipline to achieve goals in order to attain mastery.

WHO I ENGAGE



Feedback

Seeks and gives feedback and sees constructive criticism as a way to grow skills and improve performance.



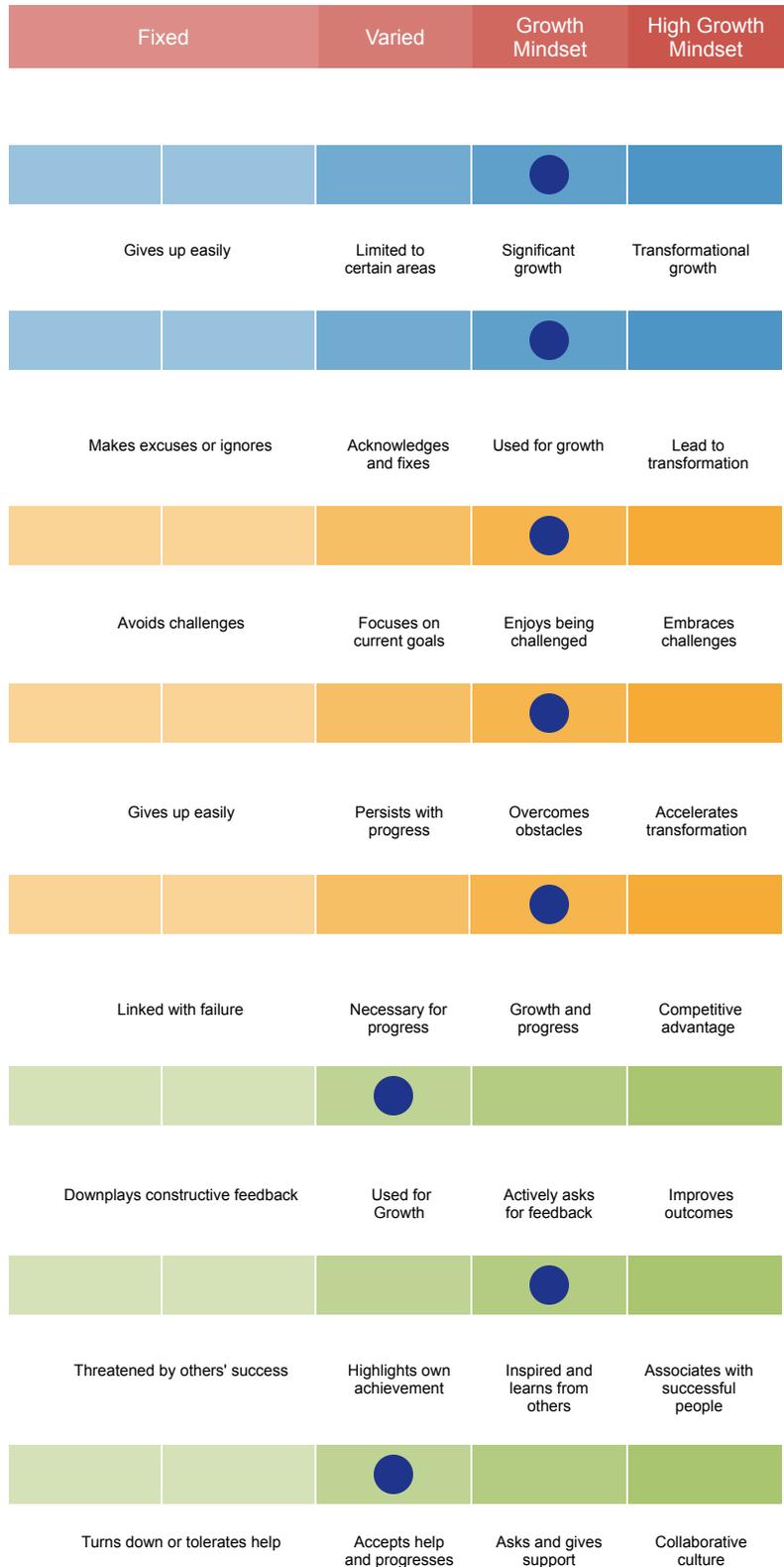
Success of Others

You are inspired by the success of others and see their success as a driving force that guides you to develop and encourages you to take risks.



Allow Help & Support

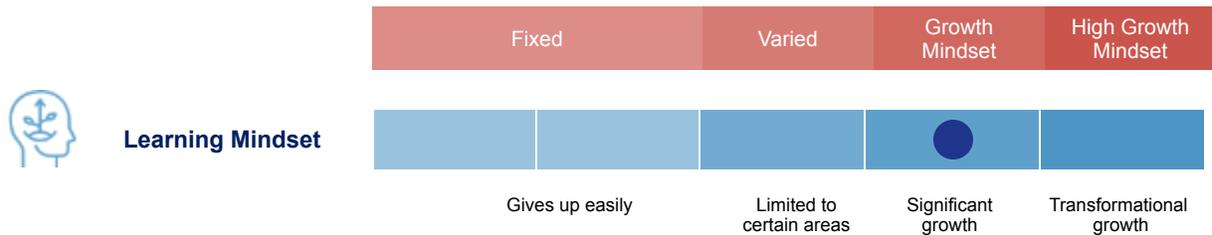
Courageously asks for help to progress forward and avoid being stuck.



Growth Mindset Continuum Meaning & Development Tips

HOW I THINK

Learning Mindset- Have a passion, dedication, and belief that new skills and talent can be developed over time and are not innate.



What it means

You have a learning mindset and are capable of significant growth in most areas of your life. There may be some areas of your life where you believe that developing new skills is more difficult and requires significant effort and energy. You typically enjoy learning in your field of work or within your current hobbies or interests. When you reflect regarding your life progress you can see how in certain areas you've grown quite a lot.

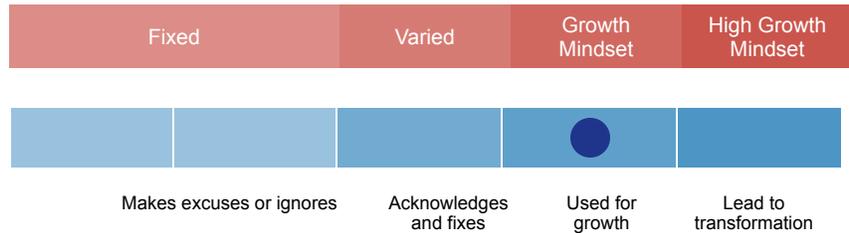
Development Tips

HOW I THINK

Mistakes - See failure and making mistakes is part of the learning process to grow and improve performance.



Mistakes



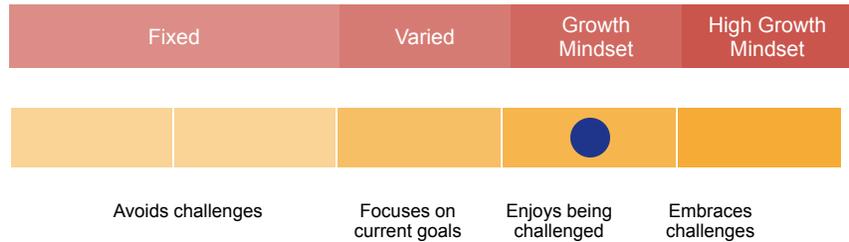
<p>What it means</p>	<p>You are not afraid of making a mistake and see it as an experience from which you can grow and learn. You reflect on your mistakes, look for the root cause, and explore the tendencies that you have which contributed to the mistake which grows your self-awareness. You are compassionate with yourself and others when mistakes happen and can support others through the learning process. You regularly go outside your comfort zone and encourage others to the same while encouraging and supporting them. You have delinked making mistakes with failure and see mistakes as a way of growing and learning.</p>
<p>Development Tips</p>	<p>These tips will help you to move to the next level on the Growth Mindset Continuum:</p> <ul style="list-style-type: none"> • Stretch yourself into unknown areas so you can learn, grow, and implement solutions • Examine ways to accelerate your learning through speed reading and engaging others who have the expertise you do not have • Improve your compassion for yourself and others when mistakes happen. Avoid blame and quickly do after-action reviews to avoid the same mistake in the future • Coach others to fix their mistakes and emphasize making mistakes isn't about failure it's about learning and growing • Conduct after-action reviews with others to identify opportunities to improve processes and outcomes while sharing feedback

WHAT I DO

Challenges - Seek out challenges and regularly push yourself out of your comfort zone and see these challenges as an opportunity to learn and grow.



Challenges



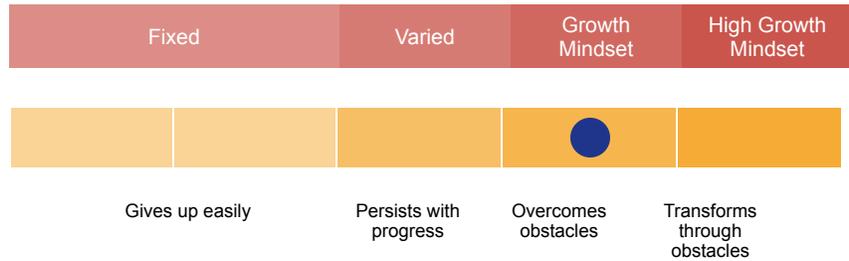
<p>What it means</p>	<p>You enjoy accepting new challenges and see them as an opportunity to improve or grow your own skills. You go out of your comfort zone in order to master new challenges and remain positive even if you are not always immediately successful. You use your past successes as a way to remind yourself to tap into your belief that you can persevere when challenges become difficult.</p>
<p>Development Tips</p>	<p>These tips will help you to move to the next level on the Growth Mindset Continuum:</p> <ul style="list-style-type: none"> • Volunteer to take the lead and build on your skills in an area that you are not familiar with • Take on a challenge that pushes you way outside of your comfort zone and can help transform the business • Form a team of people to take on a new challenge that has not yet been addressed and would give significant benefits to the organization • Expose yourself to thought leaders across many disciplines and see how this new knowledge can be integrated to identify a new challenge in your organization • Identify a new challenge to take on by asking the question: What would transform our business and better serve our clients?

WHAT I DO

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



Obstacles



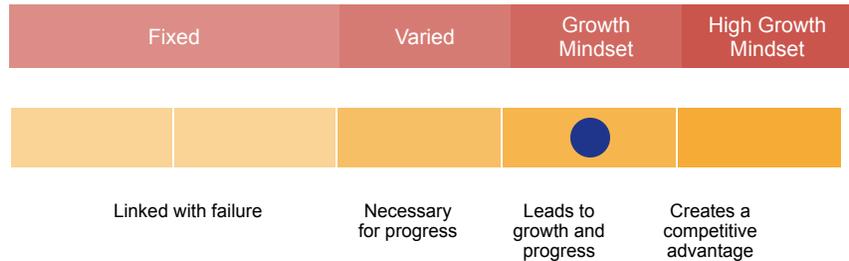
<p>What it means</p>	<p>You persevere and find solutions when setbacks or obstacles occur and see them as a puzzle to solve to achieve organizational goals. Obstacles don't knock you down, on the contrary, they give you the energy to learn something new and grow. When confronted with obstacles you collaborate with the right people and keep everyone focused for as long as it needs to solve the problem at hand. You tend to ask powerful questions that challenge assumptions and allow others to find new solutions to problems.</p>
<p>Development Tips</p>	<p>These tips will help you to move to the next level on the Growth Mindset Continuum:</p> <ul style="list-style-type: none"> • Step away from the problem or challenge and allow your intuition to guide you to a solution • Someone in the past must have solved this problem before. Do some research, explore YouTube and leverage others to help you solve the problem • Succeed from failure, don't let relapses get you down. What can you take from a failure to perform better next time? • Ignite the passion you have for the challenge and think about the benefit the solutions will have to others • When starting a new challenge identify what you will learn from the onset so you can keep that in mind as you work through the difficulties

WHAT I DO

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



Effort



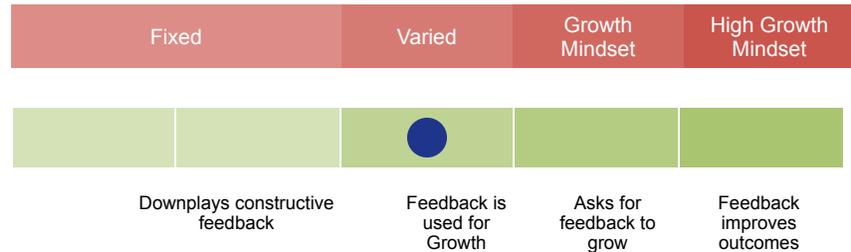
<p>What it means</p>	<p>You know that effort is necessary to strengthen and grow your own capabilities. You are disciplined and do the necessary steps to keep learning and developing. Your track record has shown you that you give 100% of yourself and are dedicated to achieving success. You are passionate about achieving success and put in all the necessary energy to grow and to achieve individual and organizational goals. Even in uncertain times you consistently look for ways to improve yourself and the organization. You also have the necessary energy to pursue long-term goals without giving up.</p>
<p>Development Tips</p>	<p>These tips will help you to move to the next level on the Growth Mindset Continuum:</p> <ul style="list-style-type: none"> • Be extremely disciplined with your time and energy and focus your effort on your biggest priorities • Create a blueprint to accomplish your goals including strategies and detailed plans • Continue to put effort into self-development activities that help you improve your performance • Focus on exercising, eating right, sleeping, and having a positive outlook to maintain high levels of energy to achieve your goals • Explore your purpose, passion, and values in order to harness your energy and make the effort more enjoyable

WHO I ENGAGE

Feedback - Seeks and gives feedback regularly and sees constructive feedback as a way to grow skills and improve performance.



Feedback



What it means

You are open to feedback if you see that it can help you achieve your goals. If the feedback is too general, focused on long-term development, or gets in the way of your self-image then you may discount or reject this feedback as not useful or even baseless. You prefer positive feedback that helps build your self-esteem. You tend to avoid giving others constructive feedback for fear of hurting them and this may hold back the team or the individual from performing at a greater level.

Development Tips

These tips will help you to move to the next level on the Growth Mindset Continuum:

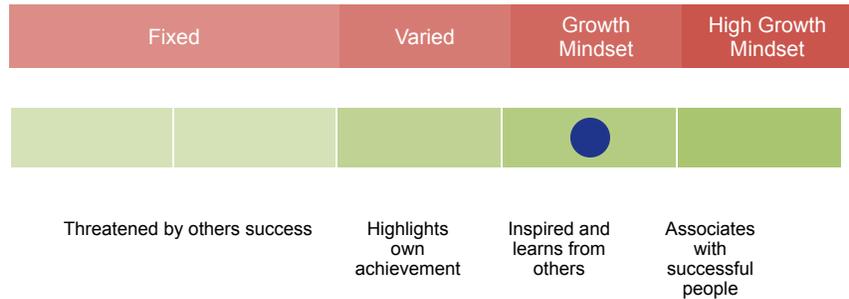
- Regularly ask for both positive and constructive feedback so that you can keep improving. When someone says you did a good job ask them: "What do you like what I did?" When you want to solicit constructive feedback ask "How can I be more effective at..."
- Take time to reflect on constructive feedback and dive deeper to understand what caused the outcomes
- Be as objective as possible when receiving negative feedback. Separate your behavior from who you are so you don't take criticism personally or as an attack
- Examine feedback patterns from multiple people and see the link between your outcomes and learning progress
- Make sure to thank others for providing constructive feedback in order to encourage them to provide more in the future. Let them know how their feedback has improved the way you are performing

WHO I ENGAGE

Success of Others - You are inspired by the success of others and see their success as a driving force that guides you to develop and encourages you to take risks.



Success of Others



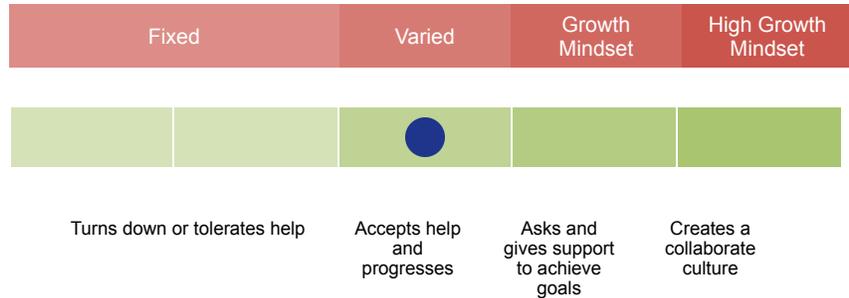
What it means	You are inspired by the success of others and you admire their excellence. You are clear on your own and others' strengths and leverage them as much as possible. You tend to decode and emulate others' success by reading, watching videos, or talking to others. You engage in competition not to beat the other person but to further master your own excellence. If a colleague is successful you see this success as a learning resource and engage with them.
Development Tips	<p>These tips will help you to move to the next level on the Growth Mindset Continuum:</p> <ul style="list-style-type: none"> • Gain a deep understanding of successful people and decode what they do differently in order to apply it in your own life • Watch videos or listen to a podcast of successful people, sharing their story of success • Engage in healthy competition with your colleagues in order for everyone to push themselves to come up with game-changing ideas and results • Identify experts and masters that you can learn from and engage them to mentor you • Choose influencers, thought leaders and follow them on social media to see their latest insights

WHO I ENGAGE

Allow Help & Support - Courageously ask for help to progress forward and avoid being stuck.



Allow Help & Support



What it means

You often accept help and support when it's offered to you. In some instances, you lack the self-awareness when it's necessary to ask for help to move a project forward or improve your overall performance. You tend to second guess your decisions and prefer not to expose this to others when asking for help. When you are extremely challenged and not sure which way to go next, you usually don't seek help and this limits your ability to grow, learn, and perform at your highest level.

Development Tips

These tips will help you to move to the next level on the Growth Mindset Continuum:

- Regularly ask for feedback to improve your performance and continue to grow
- Build trusting relationships so you can easily ask for help when needed
- Anticipate colleagues that might need help or seem to be stuck
- Proactively reach out to others in tasks or projects when you know you lack the experience or expertise
- Bring the right people together to have the right level of expertise and knowledge

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