## The Mindset Continuum

Going beyond “Fixed V’s Growth” to a deeper understanding of Mindsets

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### Fixed Mindset

- **World View**: Sees themselves as unchanging and unchangeable. Life is about discovering yourself and searching for where you fit into the world.

- **Challenges**: Avoids challenges. Sees them as a potential threat.

- **Encountering Difficulty & Obstacles**: Gives up immediately when they encounter difficulty.

- **Effort**: Effort is associated with failure and inability, so is seen as bad. Expects things you can do to come easily.

- **Feedback & Criticism**: Ignores useful negative feedback. Sees feedback as a list of their faults.

- **Success of Others**: Feels threatened by comparisons to others and avoids competition, as these may highlight perceived deficits.

- **Making Mistakes**: Actively hides or ignores mistakes.

- **Offered Help and Support**: Turns down help and support. Feeds requiring help highlights their own deficits.

### Low Growth Mindset

- **World View**: Change and growth is very limited. Sees themselves as “not cut out for” some domains. Amount of growth possible in other domains is limited.

- **Challenges**: Takes on easy challenges that they believe they are likely to succeed at.

- **Encountering Difficulty & Obstacles**: Tries for a while, but gives up if not progressing easily. May try a few alternatives when encountering obstacles.

- **Effort**: Recognizes that effort is sometimes required. Sustained effort is a bad thing. Misunderstands that not all types of effort produce growth.

- **Feedback & Criticism**: Accepts some direct feedback when corrections can be made quickly and easily. Tends to focus on positive feedback.

- **Success of Others**: May mis-attribute success of others to luck or natural ability rather than growth achieved through effort.

- **Making Mistakes**: Makes excuses for mistakes. Looks for quick fixes. May attribute blame to others.

- **Offered Help and Support**: Tolerates help when given. Deliberately asks for help. Doesn’t like to be seen to need help.

### Mixed Mindset

- **World View**: Limited Growth Mindset – believes they are capable of growth in a limited number of domains. Life offers only limited choices.

- **Challenges**: Prefers clear, immediate goals that aren’t too far out of reach, or in an area they find difficult.

- **Encountering Difficulty & Obstacles**: Persist when seeing progress. Is developing a repertoire of strategies for getting past obstacles.

- **Effort**: Effort is necessary, but usually not enjoyable. Likely to prefer to do it easily. Has experienced success as a result of effort in the past.

- **Feedback & Criticism**: Formative feedback is seen as useful, as long as it is targeted and achievable. Accepts and learns from feedback. Positive feedback is seen as recognition of the effort and process that led to the achievement.

- **Success of Others**: Sees themselves as capable of significant growth in most domains. Sees great choice in life. May see themselves as restricted from significant growth in some domains.

- **Making Mistakes**: Tries for a while, but may try a few alternatives when encountering obstacles. Sees mistakes made are signposts for learning opportunities.

- **Offered Help and Support**: Accepts help and support when offered. May not continue to seek help if difficulties are persistent.

### Growth Mindset

- **World View**: Sees themselves as capable of significant growth in most domains. Sees great choice in life. May see themselves as restricted from significant growth in some domains.

- **Challenges**: Enjoys being challenged by more open-ended tasks, even if not always immediately successful.

- **Encountering Difficulty & Obstacles**: Sees themselves as restricted from change and significant growth in some domains. Sees themselves as capable of significant growth in most domains. Sees great choice in life. May see themselves as restricted from significant growth in some domains.

- **Effort**: Effort is a good thing. Has experienced success as a result of effort in the past. Associates effective effort with growth.

- **Feedback & Criticism**: Effort is a necessary part of learning. Sees feedback as a list of achievements. Sees feedback as a list of achievements.

- **Success of Others**: Understands new learning is meant to be difficult as sticks to tasks for long periods.

- **Making Mistakes**: Seeks out masters and experts in an effort to “learn their secrets”. Competition is seen as a way for both competitors to push themselves to improve.

- **Offered Help and Support**: Seeks out help and support from specialized sources.

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