

Structure

Answer the questionnaire by ticking their responses to the 12 statements from strongly agree to strongly disagree. This should be completed in a relatively short amount of time to increase instinctive responses and reduce over-thinking/analysis. The responses are scored 1-6 (see scoring sheet on final page of this document): fixed to growth mind-set. The answers can then be totalled and an average score calculated with 1 being very fixed mind-set and 6 being very growth mind-set.

	Strongly agree	Agree	Mostly Agree	Mostly Disagree	Disagree	Strongly Disagree
1. I seek to engage with colleagues to learn from their success						
2. I am comfortable with my performance and do not feel the need to seek feedback						
3. I work even harder at things I am not good at						
4. I am better at starting new projects than completing them						
5. I actively seek opportunities to be stretched and challenged						
6. I seek the approval of others- it matters to me that my colleagues think highly of me						
7. I spend my time with colleagues who think like I do						
8. I actively seek all feedback and see it as an opportunity to improve						
9. There are things that no matter how hard you work you cannot improve						
10. I learn from overcoming obstacles in the completion of projects						
11. I like to be left to get on with my job						
12. I actively engage with opportunities to learn new things						

Scoring system

	Strongly agree	Agree	Mostly Agree	Mostly Disagree	Disagree	Strongly Disagree
1	6	5	4	3	2	1
2	1	2	3	4	5	6
3	6	5	4	3	2	1
4	1	2	3	4	5	6
5	6	5	4	3	2	1
6	1	2	3	4	5	6
7	1	2	3	4	5	6
8	6	5	4	3	2	1
9	1	2	3	4	5	6
10	6	5	4	3	2	1
11	1	2	3	4	5	6
12	6	5	4	3	2	1