

FIXED OR GROWTH MINDSET TO FEEDBACK?

Discover how you respond to feedback and how to shift from defensiveness to development.

WHAT THIS IS

This quick self-assessment helps you explore your mindset when faced with challenge, feedback, or failure.

It's based on the work of psychologist **Dr. Carol Dweck**, who introduced the idea of fixed and growth mindsets and connects directly with Be More Strategic, Chapter 3 on learning and curiosity.

WHY IT MATTERS

In the **Strategic Mastery Framework**, curiosity and learning form the foundation of open-mindedness.

If curiosity opens the door, **mindset determines whether you walk through it.**

People with a *fixed mindset* believe abilities are static ("I'm just not good at that").

Those with a growth mindset believe they can improve with effort, feedback, and practice ("I can learn to get better at that").

Strategic thinkers cultivate a growth mindset, they treat mistakes as data, feedback as fuel, and learning as a lifelong discipline.

"The most strategic people I've coached are those who remain curious, coachable and unafraid to be wrong."



HOW TO USE THIS TOOL

Read each statement below and note how strongly you agree or disagree.

Be honest. There are no right or wrong answers.

Then review your pattern at the end to reflect on your current mindset toward feedback and learning.

HOW DO YOU RESPOND TO FEEDBACK AND CHALLENGE?

#	Statement	Agree	Disagree
1	When I'm criticised, I tend to feel threatened or defensive.	<input type="checkbox"/>	<input type="checkbox"/>
2	I enjoy learning from people who know more than I do.	<input type="checkbox"/>	<input type="checkbox"/>
3	I sometimes avoid situations where I might fail.	<input type="checkbox"/>	<input type="checkbox"/>
4	When I get feedback, I want to understand it, not justify myself.	<input type="checkbox"/>	<input type="checkbox"/>
5	I believe people are either naturally talented or not.	<input type="checkbox"/>	<input type="checkbox"/>
6	I see effort as the path to mastery.	<input type="checkbox"/>	<input type="checkbox"/>
7	When something feels hard, I tend to give up quickly.	<input type="checkbox"/>	<input type="checkbox"/>
8	I ask others for feedback, even when it might be uncomfortable.	<input type="checkbox"/>	<input type="checkbox"/>
9	Success for me means proving myself.	<input type="checkbox"/>	<input type="checkbox"/>
10	Success for me means improving myself.	<input type="checkbox"/>	<input type="checkbox"/>



YOUR REFLECTION

- Mostly **Agree** with 1, 3, 5, 7, 9 > **Fixed Mindset Tendencies**
You may avoid risk or feedback that challenges your self-image.
Feedback can feel personal or threatening — but awareness is the first step to change.
- Mostly **Agree** with 2, 4, 6, 8, 10 > **Growth Mindset Tendencies**
You see learning as continuous and feedback as a gift. You're more resilient, adaptable and open to new experiences.

Most people are a mix of both and that's normal.

Mindset is situational; it shifts depending on stress, confidence, and context. The goal is not perfection, but progress.

WHAT TO DO NEXT

1. **Notice your reactions.** When you receive feedback, pause before responding, breathe, listen, and ask questions.
 2. **Reframe failure.** Instead of "I failed," try "I learned what doesn't work yet."
 3. **Seek stretch.** Deliberately do things that challenge your comfort zone.
 4. **Use "yet."** Add this simple word to rewire thinking, "I'm not good at this... yet."
 5. **Model growth.** Share with your team or family what you're learning — not just what you know.
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REMEMBER:

A fixed mindset protects your ego. A growth mindset expands your potential.

Strategic thinkers know that every piece of feedback, good or bad, is a chance to see wider, think deeper, and grow faster.

