

# Growth Mindset Questionnaire

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. We are born with intelligence and can do little to change it.	5	4	3	2	1
2. I do things just because they present a challenge.	1	2	3	4	5
3. I like work that challenges my thinking.	1	2	3	4	5
4. Leaders should be experts in the work their teams are doing.	5	4	3	2	1
5. I don't mind making errors if I learn from them.	1	2	3	4	5
6. I enjoy work the most when I have mastery and it comes easy.	5	4	3	2	1
7. I enjoy and learn from watching others succeed.	1	2	3	4	5
8. Effort does not matter unless it produces the desired outcome.	5	4	3	2	1
9. I enjoy receiving feedback during my performance review.	1	2	3	4	5
10. It is important that I am recognized as a subject matter expert.	5	4	3	2	1
11. Even when unexpected, I enjoy change and find it exciting.	1	2	3	4	5
12. We all have natural limitations to our skills and talents.	5	4	3	2	1
13. The outcomes I achieve are directly impacted by how much effort I put in.	1	2	3	4	5
14. I admire and thrive under leaders who are change agents.	1	2	3	4	5
15. I get easily bored when work becomes routine or repetitive.	1	2	3	4	5
16. I avoid failure, no matter how hard I must work.	5	4	3	2	1
17. I eagerly seek feedback from employees or customers who are unhappy.	1	2	3	4	5
18. Failure is a necessary part of learning.	1	2	3	4	5
19. Obstacles aren't discouraging, they are opportunities to find other paths.	1	2	3	4	5
20. I feel most accomplished when I complete a task perfectly.	5	4	3	2	1
<b>Total Score</b> (add columns, then total this row)					

**Total**

## Scoring

<b>Total score of all five sections</b> _____	
80 - 100	Strong Growth Mindset.
60 - 79	Growth Mindset with some fixed ideas.
40 - 59	Fixed Mindset with some growth ideas.
20 - 39	Strong Fixed Mindset

This questionnaire is not a validated assessment instrument. It is intended for educational purposes only.