

Growth mindset activity

Whether you know your MBTI® type or not, this is a great opportunity for self-reflection. The goal of this activity is to give you some tools and language to make positive changes to your personal and professional life.

The MBTI framework can provide you with additional insights that can be helpful as you develop your growth mindset.

What are mindsets?



What are the implications of these mindsets?

- **Fixed mindset beliefs:** successful performance is due to innate ability or luck; mistakes show “I cannot do it”.
- **Fixed mindset in the workplace:** less willing to innovate, take risks, or exercise discretionary effort; learning and development has limited effect in changing behaviours.
- **Growth mindset beliefs:** successful performance is due to effort, persistence and learning, mistakes show “I can’t do it yet”.
- **Growth mindset in the workplace:** more willing to innovate, take risks, and exercise discretionary effort; learning and development enables behavioural change.

Examples	Mindset
Intelligence is something people are born with and doesn't change.	Fixed
The harder you work at something, the better you will be at it.	Growth
It is better to learn new things that enhance your strengths.	Fixed
People are basically good, but sometimes make terrible decisions.	Growth



Where does personality come into play?

Personality is the habitual ways we think, feel and act on most occasions. Our mental habits influence and affect how we understand the world, make decisions, learn and develop. Knowing our MBTI type helps us make conscious choices about what and how we develop.

Reflect on how your personality has developed:

What behaviours did your family and culture support? What was discouraged?

Growth mindset challenge:

Think of a real-life example where you used a growth mindset to learn. How did your mindset help you achieve your goal or solve a problem?



Use your non-preferred hand to brush your teeth or use your computer mouse for a week. Note how long it takes to feel comfortable and competent using this hand.

What is something you want to change about yourself? What mindset do you currently have about this change? What has prevented you from making this change?

Learn more:

We do it for you	We do it with you	You do it yourself
We can deliver growth mindset training for your teams and leaders, help your organisation.	We can help you design your own growth mindset training.	Get certified to use the MBTI assessment, and apply insights to growth mindset.

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