

**Mindset**

Assessment



5 min



Client



No



The Mindset Survey

The Mindset Survey is an eight-item measure of beliefs about the malleability of ability. The survey consists of two subscales, intelligence and character. According to Dweck's (1999) mindset theory, people can perceive intelligence and character as things that are set (a fixed mindset) or things that can be developed (a growth mindset). A person with a fixed mindset believes that such human qualities are carved in stone, whereas a person with a growth mindset believes that intelligence and character can be cultivated with effort (Dweck, 1999).

Author

This questionnaire was adapted from Carol Dweck's book "Mindset: The new psychology of success" (Dweck, 2006) by Lucinda Poole.

Goal

The goal of The Mindset Survey is to measure a person's beliefs about the malleability of intelligence and the relative importance of learning and perfect performance and to assess their attitudes toward effort and mistakes.

Advice

- The Mindset Survey asks clients to think about whether their intelligence and character are fixed or can be developed. It is important to note that people can have a growth mindset for intelligence and a fixed mindset for the character or vice versa. Ensure that clients do not feel labeled by the tool; the results represent the way they are thinking and feeling about these questions at the time of assessment, and people can change their mindsets (see the 'Moving Towards a Growth Mindset' tool).
- Please note that the Mindset Survey is not a questionnaire that has been tested in or validated by research. The psychometric qualities of this measure are unknown.



Scoring

To score this tool, add up all individual item scores within each subscale (intelligence and character). For the intelligence subscale, items 1 and 2 reflect a fixed mindset, and items 3 and 4 reflect a growth mindset. For the character subscale, items 5 and 7 reflect a fixed mindset, and items 6 and 8 reflect a growth mindset. Total subscale scores range from fixed (4) to growth (16) mindset.

Total subscale scores can be interpreted as follows:

- 4 - 6 *Strong fixed mindset*
- 7 - 10 *Fixed mindset with some growth ideas*
- 10 - 13 *Growth mindset with some fixed ideas*
- 14 - 16 *Strong growth mindset*



References

- Cury, F., Elliot, J., Da Fonseca, D., & Moller, A. (2006). The social-cognitive model of achievement motivation and the 2x2 achievement goal framework. *Journal of Personality and Social Psychology*, 90(4), 666-679.
- Draganski, B., Gaser, C., Busch, V., Schuierer, G., Bogdahn, U., & May, A. (2004). Neuroplasticity: Changes in grey matter induced by training. *Nature*, 427(6972), 311-312.
- Dweck, C. (1999). *Self-theories: Their role in motivation, personality, and development*. Psychology Press.
- Dweck, C. S. (2006). *Mindset: The new psychology of success*. Random House Incorporated.
- Dweck, C. (2017). *Mindset: Changing the way you think to fulfill your potential*. Hachette UK.



The Mindset Survey

Instructions

This survey has been designed to explore ideas about your intelligence (items 1-4) and character (items 5-8). Please indicate the extent to which you agree or disagree with each of the following statements:

1. Your intelligence is something very basic about you that you can't change very much.

4	3	2	1
Strongly disagree	Disagree	Agree	Strongly agree

2. You can learn new things, but you can't really change how intelligent you are.

4	3	2	1
Strongly disagree	Disagree	Agree	Strongly agree

3. No matter how much intelligence you have, you can always change it quite a bit.

1	2	3	4
Strongly disagree	Disagree	Agree	Strongly agree

4. You can always substantially change how intelligent you are.

1	2	3	4
Strongly disagree	Disagree	Agree	Strongly agree



5. You are a certain kind of person, and there is not much that can be done to really change that.

4	3	2	1
Strongly disagree	Disagree	Agree	Strongly agree

6. No matter what kind of person you are, you can always change substantially.

1	2	3	4
Strongly disagree	Disagree	Agree	Strongly agree

7. You can do things differently, but the important parts of who you are can't really be changed.

4	3	2	1
Strongly disagree	Disagree	Agree	Strongly agree

8. You can always change basic things about the kind of person you are.

1	2	3	4
Strongly disagree	Disagree	Agree	Strongly agree