



GROWTH

VS.



FIXED

✓ **Challenges are opportunities**

✓ **Welcomes constructive feedback**

✓ **Steps out of comfort zone**

✓ **Belief that talent is ever-improving**

✓ **Learns and grows from failure**

✓ **Accountable for their own circumstances**

✓ **Willing to ask for help**

✗ **Avoids Challenges**

✗ **Not open to feedback or coaching**

✗ **Not willing to be uncomfortable**

✗ **Belief that talent is static**

✗ **Refusal to accept failure**

✗ **Belief that circumstances are in others' control**

✗ **Focus on defending oneself and proving others wrong**