

EQ TIP SHEET

GROWTH MINDSET

People with emotional intelligence recognise the value of challenging themselves and the importance of effort. Research by Stanford Psychologist, Carol Dweck, shows that this intelligence comes directly from a **growth mindset**.

Our mindset changes what we strive for and what we see as success. With a **fixed mindset**, we believe our qualities are set in stone and tend to avoid anything that could risk results that might undermine our sense of being smart or skilled.

With a **growth mindset**, on the other hand, we thrive on challenges and see setbacks not as evidence of shortcomings but as a heartening springboard for learning and growth. A growth mindset helps us embrace ways to stretch our existing abilities. We no longer seek to prove ourselves. Instead, we look to improve ourselves. **Learning is better than knowing.**



FIXED MINDSET

Believes intelligence to be static. Desires to look competent and therefore tends to:

- Avoid challenges
- Give up easily
- See effort as fruitless
- Ignore useful negative feedback
- Feel threatened by other's success

May plateau early and achieve less than their potential.

GROWTH MINDSET

Believes intelligence can be developed. Desires to learn and therefore tends to:

- Embrace challenges
- Persist in the face of setbacks
- See effort as the path to mastery
- Learn from criticism
- Find lessons and inspiration in other's success

Reach towards ever-higher levels of achievement.

Adapted from *Mindset: Change the Way You Think to Fulfill Your Potential* – Carol Dweck

For more, see [Fixed vs. Growth: The Two Basic Mindsets That Shape Our Lives](#)

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