

## Grit & Growth Mindset Self-Assessment and Action Plan



*A year from now you will wish you had started today.*

- Karen Lamb

Date: \_\_\_\_\_

Use this worksheet to assess your current state of mind, and to prepare an action plan to implement the concepts of grit and growth mindset into your personal and professional life. For best results, re-visit this form quarterly or semi-annually.

1. What is your ultimate career goal (*i.e.*, what does success look like to you)?

What do you hope to accomplish in the next year?

In the next 5 years?

In the next 10 years?

2. What would you do if you knew you couldn't fail?

## MINDSET

3. Now that you know a little about mindset, do you think you have more of a growth or fixed mindset?

4. **Take the Mindset Quiz here:**

<http://mindsetonline.com/testyourmindset/step1.php>

What is your result? \_\_\_\_\_

5. What areas of your life do you show a growth mindset?
6. What areas of your life do you show a fixed mindset?
7. What factors contribute to a fixed mindset in your life? How do you recognize when you are operating from a fixed mindset?
8. Who do you know that seems to apply a growth mindset? Can you make plans to connect with this individual in the next 30 days?

## GRIT

9. Now that you know a little about grit, where do you think you fall on the grit scale?

10. **Take the Grit Test here:** <http://angeladuckworth.com/grit-scale/>

What is your score? \_\_\_\_\_

11. What is one activity or event in your life where you showed grit?

12. What factors contributed to your perseverance?

13. Were you tempted to give up? How did you push through?

## **DEVELOPING A GROWTH MINDSET**

People with growth mindset tendencies are not afraid of a challenge because they place high value on effort and learning. Growth minded individuals are often able to effectively handle disappointing results by choosing not to make judgment of themselves based on these results, and choosing instead to make a plan for learning from the situation.

14. Name a recent disappointment. Recognize how you reacted. Did you judge or label yourself based on this event?
  
15. What did you learn from this setback? Is there any way you did, or could have used the experience to learn or grow?
  
16. Can you envision this disappointment happening again, and you responding with more of a growth mindset? What would you have done? Be specific, and visualize the precise steps you could have taken.
  
17. Name a time in your life that your effort paid off. Consider how you felt, remembering as many details about the experience as possible.
  
18. Name something that you want to learn in the next 30 days. Write down 3 steps that you can take to learn about this skill or topic. Include deadlines, and put these into your calendar.

## CHANNELING YOUR GRIT

Angela Duckworth has opined that goal commitment is a function of perceived benefits (in terms of instrumental importance or intrinsic interest), costs (including opportunity cost), and likelihood of realization. In other words, gritty individuals perceive the importance and interest of their goal to be extremely high, the costs of attainment acceptable, and the likelihood of realization high.

19. Of your current goals, which is the most valuable to you? Why?

20. How do you assess the cost of pursuing that goal? What can you do to make these costs more tolerable? (For example, you want to work with a particular partner who is regularly in the office on Saturday mornings, and forming a relationship with that partner will affect your time with your family. To temper the effect of this cost you make a commitment to spend a certain amount of uninterrupted, quality time with your family on Sunday evenings instead.)

21. Do you believe that you can reach this goal? Could your answer be different if you cultivated your growth mindset? Would any of your actions or your commitment to your goal change if you approached it with a growth mindset?

22. Condense your "grit formula" for this goal down to three statements: Value, Costs and Likelihood of Success. Revisit this formula if you become frustrated to determine where adjustments can be made.

Value:

Costs:

Likelihood of Success:

## **Additional Resources**

Please see the ABA Grit Project website for additional reading and information on these topics.

[http://www.americanbar.org/groups/women/initiatives\\_awards/grit.html](http://www.americanbar.org/groups/women/initiatives_awards/grit.html)

Additional information about grit and growth mindset can be found in the works of Carol Dweck and Angela Duckworth, including their books:

Dweck, Carol S., *Mindset: The New Psychology of Success*, New York: Ballantine Books, 2006.

Duckworth, Angela, *Grit: The Power of Passion and Perseverance*, Scribner, May 3, 2016.

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