

Growth Mindset

Measuring the Potential for Leadership

The **Growth Mindset** assessment is a standard tool with a total of 89 items in multiple-choice format. The assessment targets individuals' motivation and openness to learning – key traits for the leaders of today and tomorrow. The assessment contains questions about the test-takers' personal characteristics and preferences.

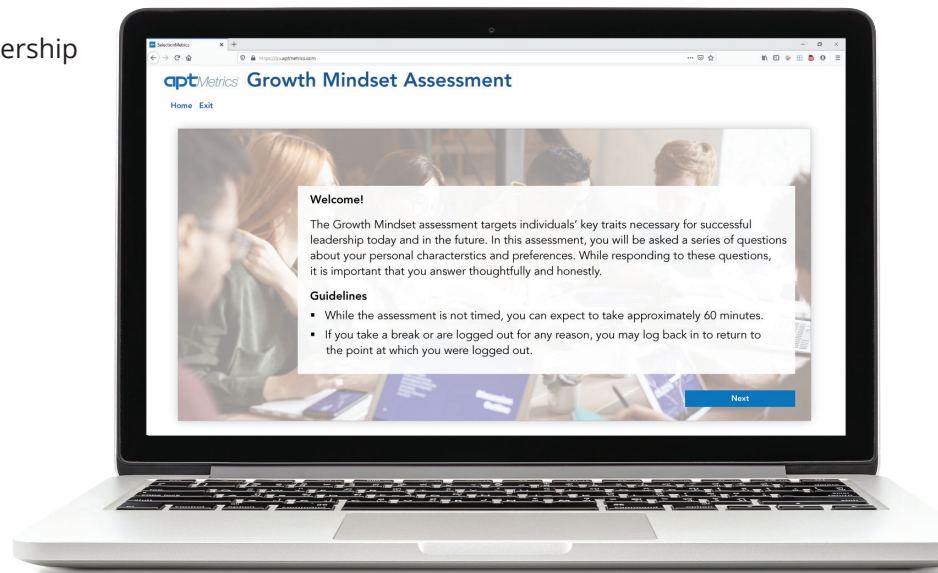
TARGET AUDIENCE

The assessment generally targets emerging leadership roles, leadership positions and employees who may have the potential to advance rapidly in the organization and will benefit from accelerated development activities.

CONSTRUCTS MEASURED

The Growth Mindset assessment measures four constructs related to learning and motivation:

- Agility
- Drive
- Impact
- Results Orientation

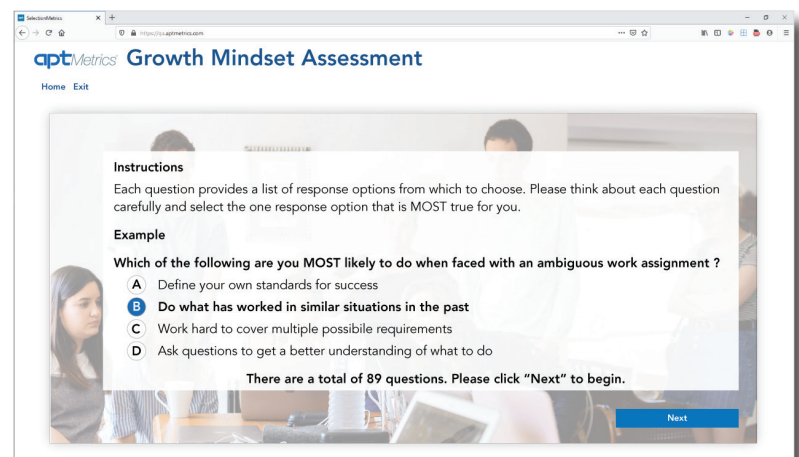


AGILITY

Agility speaks to an individual's tendency to embrace change and adapt in response to a dynamic environment by recognizing current and future knowledge and capabilities needed to develop and grow.

Early leadership examples of **agility**:

- Adapting to an unexpected change in scope for a project
- Effectively taking on a new role in an unfamiliar area/business unit
- Accommodating reasonable, but novel, customer demands
- Stepping into a new leadership role when a need emerges
- Maintaining a positive outlook towards change and identifying new advantages



DRIVE

Drive describes how much someone strives for success and self-learning, the level of effort brought to bear on work and the tendency to take personal ownership for finding solutions for success.

Early leadership examples of **drive**:

- Persevering to overcome obstacles
- Being seen as energetic and tireless by coworkers
- Proactively seeking out problems to solve or opportunities for improvement
- Taking ownership of problems, seeking and weighing alternative solutions, and showing determination to ensure problems are resolved

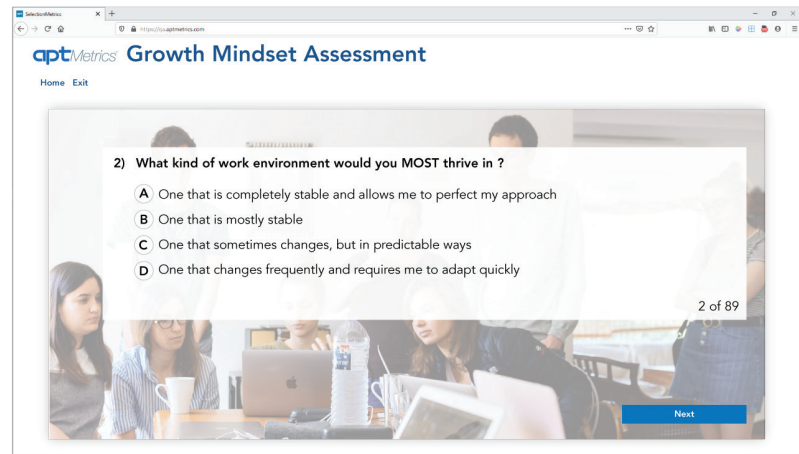


IMPACT

Impact describes the intrinsic motivation to make a lasting contribution to the organization, create a positive impact on others and commit to fulfilling the organizational vision aligned with personal values and goals.

Early leadership examples of **impact**:

- Looking for ways to give back at work through mentorship or volunteer initiatives
- Finding a sense of accomplishment and passion for developing and guiding others to help them achieve their goals and aspirations
- Seeking out career opportunities that are aligned with personal values and goals



RESULTS ORIENTATION

Results orientation describes the tendency to motivate oneself by identifying, pursuing and monitoring desired results or outcomes.

Early leadership examples of **results orientation**:

- Identifying and tracking progress towards specific goals that are also in line with the goals or needs of the organization
- Celebrating one's own achievements or those of their team

