

# TWO MINDSETS

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Graphic by Nigel Holmes

**Fixed Mindset**  
Intelligence is static



Leads to a desire to look smart and therefore a tendency to...

**Growth Mindset**  
Intelligence can be developed



Leads to a desire to learn and therefore a tendency to...

**CHALLENGES**

...avoid challenges



...embrace challenges



**OBSTACLES**

...give up easily



...persist in the face of setbacks



**EFFORT**

...see effort as fruitless or worse



...see effort as the path to mastery



**CRITICISM**

...ignore useful negative feedback



...learn from criticism



**SUCCESS OF OTHERS**

...feel threatened by the success of others



...find lessons and inspiration in the success of others



As a result, they may plateau early and achieve less than their full potential.

All this confirms a **deterministic view of the world.**

As a result, they reach ever-higher levels of achievement.

All this gives them a **greater sense of free will.**