

JUDGEMENT MINDSET

Goal = To Protect Myself

CURIOSITY MINDSET

Goal = To Support Others



BELIEFS

You think most people **aren't really trying to do the best they can** in the moment.

You think the **people you trust are trying to do the best they can** in the moment.

You think that **generally people are trying to do the best they can** in the moment.



CHALLENGES

You tend to **leap to conclusions** about people's intentions and actions.

You **slow down, check in and get curious** but only with people who have earned your trust.

You **ask questions** to understand people's intentions and actions.



EFFORT

You expect **connections with others to come easily** or not at all.

You expect **connections with others to require effort** but it is hard work.

You expect that **connection requires effort** and invest time getting to know others.



HELP

You **prefer to fix things for people** than watch them struggle to learn and grow.

You **offer help when asked** but know it would be quicker to do it yourself.

You **offer people coaching and support** to help them learn and grow.



SET BACKS

You **moan about the people involved** to others.

You **talk to the people involved, but also moan about them** to others.

You **talk to the people involved** and encourage them to move forward.



FAILURE

You **blame and shame others** for their mistakes.

You fear mistakes, and **feel less confident** to trust others.

You **show others compassion** and help them take accountability for their learning.



FEEDBACK

You **bite your tongue** in order to avoid difficult conversations.

You **address issues directly**, when you have the opportunity.

You **pro-actively create safe spaces to talk honestly** and enable learning.