### Fixed Mindset Characteristics

- **Static:** What you have, you have.
- **How they look:** Performance focus.
- **Something you do when you're not good:** Afraid of failure, gives up.
- **Takes it personally, gets defensive:**
- **Hates them, tries to avoid making them:**

### Growth Mindset Characteristics

- **Fluid:** Can be grown and developed.
- **Main concern:** Learning/getting better, process focus.
- **Effort:** An important part of learning.
- **Challenges:** Perseveres/works through it, shows grit.
- **Feedback + Criticism:** Likes it, uses it to learn.
- **Mistakes:** Values them/treats them as learning opportunities.