

Ronnie ODeil

65 GROWTH MINDSET INDEX

95 Perpetually Improves Oneself

Defines one's talents and abilities as fluid entities that can always be improved. Applies intellectual curiosity to learning things as required to meet individual and organizational goals.

38 Growth Through Failure

Embraces difficulty and failure as an opportunity to learn and grow, unwavering in confidence to prevail. Accepts criticism as a means to consider a better path and build capabilities for the future. Believes one learns more from failure and mistakes than success and prosperity.

64 Values Discomfort

Understands the benefit of pushing one's self out of comfort zone, maintains composure even when the discomfort is high and exhibits considerable skill working through ambiguous issues that stop most others from proceeding.

64 Loves Team Success

Understands that effective teamwork requires supportive action, not just words. Gives of oneself with the expectation that others will be inspired and empowered to contribute to team objectives. Continually looks for opportunities to promote team and to build overall team capabilities.

50 FIXED MINDSET INDEX

39 Sets Limitations on Oneself

Let's "negative self-talk" control actions, causing one to avoid taking initiative which, although requiring growth, would build capabilities for the future. Defaults to existing routine, defending the status quo, even when it is clear that the future is taking a different direction. Pessimism frames both self-perception and the perception of those around.

49 Needs External Approval

Takes actions to gain approval of others, often ignoring whether those actions are beneficial to reaching objective or are good for self. Hesitates to do things which may make one look bad in the eyes of others. Will often personalize criticism even when it is offered constructively. Will not undertake unpopular decisions even if they are the right thing to do.

47 Defensive Around Others

Responds to mistakes and failure by getting defensive, offering excuses and blaming others. Consistently questions the motives of others, feels diminished by the accomplishments of others. Believes most people are guided by what's in it for them and are quick to read ill-intent into the actions and comments of others.

64 Gravitates Toward Comfort

Prefers the mental and physical comfort of a proven routine and process, looking warily at any suggestions to revise duties and responsibility. Gives up easily if new challenges prove difficult, finds it hard to maintain positive attitude and energy when pushed out of comfort zone. May avoid any conflict associated with problem solving and new course corrections. Most often will opt to take the safest route.