

## Mindset Challenge

**Step 1:** In the boxes below, think about the people who do things (over and over) that get on your nerves. Write down what they do (be specific!) and how you react.

| <b>Person</b><br><i>(name/relationship)</i> | <b>Behavior I Find Annoying</b><br><i>(describe what they say/do)</i> | <b>My Reaction</b><br><i>(describe what I think, feel, say and do in reaction to the behavior)</i> |
|---|---|--|
|   |   |  |
|   |   |  |
|   |   |  |

**Step 2:** Next you are going to select one person to focus on to complete the Mindset Challenge with. To help you choose, ask yourself the following questions:

- Who on this list matters the most to me?
- Which of these people have I had conflicts with because of how I've reacted to the behavior I find annoying?
- Which of these relationships/situations would benefit the most if I could respond differently?
- Which of my reactions would I benefit the most from changing – not just with this person, but with other people in all the places it (the reaction) shows up?

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**Step 3:** Now that you have identified the person and situation you want to focus on, you will now “check-in” on how you are relating to the other person. For each statement below, circle “yes” or “no” and calculate the responses for each section in the shaded box.

| <b>Part 1: When I am upset or disagree with the other person...</b>                                 |     |    |
|---|-----|----|
| I withdraw in silence   | Yes | No |
| I stand my ground and argue my point  | Yes | No |
| I think about the mistakes the person has made in the past  | Yes | No |
| I ask myself “how could they be so stupid (or another negative adjective)?”                         | Yes | No |
| I ask myself “what is wrong with them?”   | Yes | No |
| I feel frustrated   | Yes | No |
| I feel tense and stressed out   | Yes | No |
| I feel disengaged and alone   | Yes | No |
| <b>Part 1: # of times you circled each response (put a number in the box)</b>                       |     |    |
| <b>Part 2: When I am upset or disagree with the other person</b>                                    |     |    |
| I pause and take a breath   | Yes | No |
| I ask the other person questions so I can understand what they are concerned about                  | Yes | No |
| I point out where we agree rather than just where we disagree                                       | Yes | No |
| I ask myself, “What am I missing or assuming?”  | Yes | No |
| I ask myself “How do they see the situation differently than I do?”                                 | Yes | No |
| I remind myself they are human and make mistakes too  | Yes | No |
| I feel accepting of how they see the situation – even if I disagree or don’t like their perspective | Yes | No |
| I still care about the other person even when we disagree   | Yes | No |
| I care whether they feel respected and heard despite our differences                                | Yes | No |
| <b>Part 2: # of times you circled each response (put a number in the box)</b>                       |     |    |
| <b>Part 3: In this situation, when I am upset</b>   |     |    |
| I procrastinate or avoid thinking about or working on the issue                                     | Yes | No |
| I ignore or deny being upset with myself and keep working anyway                                    | Yes | No |
| I get stuck and struggle moving forward   | Yes | No |
| I think about all the other mistakes I have made in the past  | Yes | No |
| I ask myself “how could they be so stupid (or another negative adjective)?”                         | Yes | No |
| I ask myself “what is wrong with me?”   | Yes | No |
| I feel frustrated and angry with myself   | Yes | No |
| I feel disappointed in myself   | Yes | No |
| I feel sad that I am in this situation  | Yes | No |
| <b>Part 3: # of times you circled each response (put a number in the box)</b>                       |     |    |
| <b>Part 4: In this situation, when I am upset</b>   |     |    |
| I pause and take a breath or use another technique to calm myself                                   | Yes | No |
| I ask myself “What is really going on with me?”   | Yes | No |
| I do something to take care of myself (take a walk, stretch, take a break)                          | Yes | No |
| I remind myself I’m human and it is normal to make mistakes   | Yes | No |
| I wonder what I can learn from this   | Yes | No |
| I remind myself that this, too, shall pass  | Yes | No |
| I feel compassion for myself  | Yes | No |
| I accept myself regardless of what I have said/done   | Yes | No |
| I accept what I am feeling, no matter what I am feeling   | Yes | No |
| <b>Part 4: # of times you circled each response (put a number in the box)</b>                       |     |    |

## Mindset Challenge

### Step 5: Tabulate Your Answers

Fill in the table below to create a snapshot of the mindsets you carry in relation to this situation/person and yourself.

|  | <b>Judger Mindset</b>                                     | <b>Learner Mindset</b>   |
|--|---|--|
| <b>Toward OTHER</b>                    | Part 1 Yes Answers<br><br>_____                           | Part 2 Yes Answers<br><br>_____                                |
| <b>Toward SELF</b>                     | Part 3 Yes Answers<br><br>_____                           | Part 4 Yes Answers<br><br>_____                                |
| <b>Total Mindset in this Situation</b> | Judger towards SELF & Judger<br>Toward OTHER<br><br>_____ | Learner towards SELF and Learner<br>Towards OTHER<br><br>_____ |

### Step 6: Recognize and Reflect on Your Mindset

At the end of this exercise, you have observed your own mindset in this situation with this person. The mindsets can be characterized by:

| <u>Learner Mindset</u>   | <u>Judger Mindset</u>  |
|--|--|
| <ul style="list-style-type: none"> <li>• Curiosity</li> <li>• Flexibility</li> <li>• Open-Mindedness</li> <li>• Appreciation</li> <li>• Win/Win Mindset</li> <li>• Connected</li> <li>• Solution and possibility focus</li> <li>• Attempt to understand</li> </ul> | <ul style="list-style-type: none"> <li>• Being right/safe</li> <li>• Control</li> <li>• Critical</li> <li>• Defensive</li> <li>• Inflexible</li> <li>• Me vs. Them</li> <li>• Problem/blame focus</li> <li>• Win/Lose</li> </ul> |

Don't worry if you are finding a lot of "Judger" – that is human! Everyone has both a "Learner" and a "Judger" mindset. The purpose of this exercise is to show you how to recognize which mindset you are in. Through the book and the exercises provided, you will learn how to switch to the "Learner" mindset, no matter what behaviors others are exhibiting.

### Discussion Questions for Mentor/Mentee Pairing:

In reflection, answer the following questions:

- What does the score I received for "Judger" Mindset towards this person suggest about how I am thinking, feeling, behaving and relating to this person and their behavior?
- What does the score I received for "Judger" Mindset towards myself suggest about how I am thinking, feeling, behaving and relating to myself when the person behaves in a way that bothers me?
- What does the score I received for "Learner" Mindset towards myself suggest about how I am thinking, feeling, behaving and relating to myself when the person behaves in a way that bothers me?
- What does the score I received for "Learner" Mindset towards myself suggest about how I am thinking, feeling, behaving and relating to myself when the person behaves in a way that bothers me?