

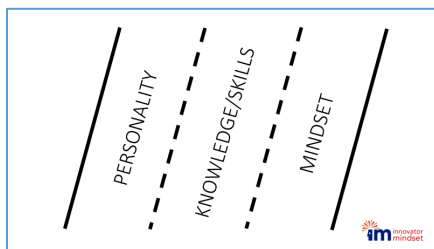
EXERCISE Personality, Skillset, Mindset

Purpose Help students understand what mindset means in this context and how it compares to knowledge/skills and personality.

NOTE This is included as an online exercise in Trail 2 What is Mindset?

Estimated Time Required 5-10 minutes

Instructions You have a handout with three columns on it. One for Personality, one for Skillset and one for Mindset. Take a minute and see if you can correctly identify which of those things best describes each item.



Discussion Have students explain and perhaps debate their answers as you guide a discussion about the differences in these three things. (Refer to answer key for questionnaire.)

Key Points

Personality is generally believed to include attributes that are innate and largely unchanging—at least in theory. Personality is generally stable over time.

Skillset is specific capabilities that we have or can acquire.

If something represents an assumption, belief or choice, it is likely to be part of our mindset.

Mindset is our mental frame or paradigm. It is made up of our assumptions and beliefs. Those are often subconscious and unexamined. Yet they can have a profound impact on how we behave, make decisions and handle challenges.

Personality has not been found to be a reliable predictor of entrepreneurial or other innovation success. Gain knowledge and skills is certainly helpful, but this has not been found to be predictive of venture success or value creation. Only mindset has been shown to be a robust predictor of who is likely to be successful and who will be less so, and the effect is dramatic.

Mindset is something we can choose to change.

References: Stauffer, D.A. (2015b), "Evaluating mindset as a means of measuring personal innovativeness", International Journal of Innovation Science, Vol. 7 No. 4, pp. 233-248