

Mindset Assessment Tool

The Survey v1.1 • by Dan Brown

For each of the following 30 pairs of statements, choose the statement—A or B—that best reflects your attitude on design projects. You might agree or disagree with both statements, but choose the statement that more closely aligns with your way of thinking.

- 1 **A** I never hold back my opinions.
B I don't mind showing people largely unfinished work, as long as I know I'll get good feedback.
- 2 **A** I only feel confident sharing ideas once they have been finalized.
B I believe trying new techniques makes me a better designer.
- 3 **A** I only feel confident using techniques I'm familiar with.
B I am cautious about expressing my opinions about a peer's work.
- 4 **A** I get frustrated when no one among my peers has any good feedback on my work.
B I feel frustrated when I'm prevented from expressing my opinion about something.
- 5 **A** I don't mind when a project plan changes, so long as the goals remain intact.
B I get frustrated when I hear contrasting opinions about my work.
- 6 **A** I get anxious when people put me on the spot to express an opinion.
B I get frustrated when circumstances force a project to stray from its original plan.
- 7 **A** I don't always take feedback seriously.
B I want to make sure I understand feedback before I dismiss it.
- 8 **A** I get frustrated when assigned to a project I'm not suited to.
B I take pleasure in experimenting with well-known techniques.
- 9 **A** I tend to keep questions to myself because I'm sure someone else will raise them.
B I always see at least one thing to comment on when looking at someone else's work.
- 10 **A** I believe my team mates can offer useful insights into my work.
B I feel anxious when my team mate contacts me unexpectedly.

- 11 A** I enjoy applying new design trends to my work.
B I find changes to industry standards disconcerting.
- 12 A** I feel comfortable telling someone about a problem I have with how they're performing.
B I worry that asking too many questions makes me look ignorant.
- 13 A** I am particular about how I employ design techniques.
B I believe that to do my best work, I need to involve other people.
- 14 A** I feel anxious when I have to manage my own workload.
B I feel confident I can make a positive contribution to every project.
- 15 A** I feel frustrated when someone else manages my workload.
B I believe my best work comes from sitting alone at my desk.
- 16 A** I feel annoyed when non-designers make excuses to avoid participating in the design process.
B I believe every design project can employ the same process.
- 17 A** I get frustrated when every project attempts to follow the same process.
B I try to get through feedback sessions as quickly as possible.
- 18 A** I feel defensive when a non-designer stands up at the whiteboard to sketch ideas.
B I especially enjoy feedback when I get constructive specifics.
- 19 A** I don't always have an opinion about another person's work.
B I feel disappointed when I only get positive feedback on my ideas.
- 20 A** I would rather spend time learning something new than defending a well-known technique.
B I get annoyed with people who don't ask questions.
- 21 A** I find using a new technique more frustrating than defending my chosen technique.
B I feel disappointed when I get negative feedback on my ideas.

- 22 A** I find it annoying when my team mates wait until predetermined meetings to talk with each other.
- B** I prefer to keep difficult situations to myself.
- 23 A** I believe that good designers ask a lot of questions.
- B** I get restless when every project has the same circumstances.
- 24 A** I take comfort in working on projects with similiar circumstances.
- B** I only talk to team mates about my work when the process calls for it.
- 25 A** I get frustrated when circumstances prevent me from shifting gears to accommodate the project.
- B** I believe that projects can benefit from having two or more designers on the team.
- 26 A** I prefer when I'm the only designer on the team.
- B** I find projects stressful when I have to track down all the background information.
- 27 A** I believe that clarifying my assumptions now will save me time later.
- B** I get annoyed when people put me on the spot about my approach.
- 28 A** I get frustrated when team mates see me as a competitor.
- B** I get frustrated when I have no opportunity to experiment with deliverables.
- 29 A** I feel inadequate when asking team mates to demonstrate a new technique.
- B** I appreciate it when meeting rooms are located far from my desk.
- 30 A** I get frustrated when non-designers question every step of the design process.
- B** I am happy to put together a list of assumptions to get them validated.

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Score Sheet

Circle the answer you chose for each pair. Then add up the circles in each column.

	Adaptive	Rigid	Collective	Solitary	Assertive	Passive
1			B		A	
2	B			A		
3		A				B
4			A		B	
5	A			B		
6		B				A
7			B	A		
8	B	A				
9					B	A
10			A	B		
11	A	B				
12					A	B
13		A	B			
14	B					A
15				B	A	
16		B	A			
17	A					B
18				A	B	
19			B			A
20	A				B	
21		B		A		
22			A			B
23	B				A	
24		A		B		
25	A		B			
26				A		B
27		B			A	
28	B		A			
29				B		A
30		A			B	
TOTALS						