The Growth Mindset Climate Survey
Take the Pulse of Your Company’s Culture

The NeuroLeadership Institute developed the Growth Mindset Climate Survey to enable organizations to assess the strength of their Growth Mindset Culture. This science-based and statistically validated assessment consists of seven simple questions and can be administered to employees to establish a meaningful benchmark on whether the current culture elicits fixed or growth mindset oriented behaviors.

Validation
To validate our survey, we collected data from a large, representative sample of participants. The randomized sample was made up of a Qualtrics market research panel consisting of 503 full-time working professionals. Participants were employed at organizations in the U.S. ranging in size from fewer than 100 employees to over 100,000. All respondents were at least 25 years of age, and 45% of them identified their status as managers. 52% identified themselves as male and 48% as female. The survey design checked for response consistency (reverse coding), as well as sincerity (completion time).

Use the Climate Survey to examine your organization’s Growth Mindset Culture
Organizations that have a strong Growth Mindset Culture enjoy a variety of benefits compared to those with Fixed Mindset Culture:

People in growth mindset cultures behave differently:
Employees who maintain a state of growth mindset at work strive to learn, are more resilient in the face of challenges and better able to incorporate feedback to improve their performance.

People in GM cultures are more engaged:
Compared to those in a Fixed Mindset Culture, employees in a Growth Mindset Culture showed 22% higher employee engagement and significantly higher workplace satisfaction.

For example, when we tested our new Growth Mindset Organizational Climate Survey (OCS) via a survey of 503 participants, we found a statistically significant correlation between Growth Mindset Cultures and Workplace Satisfaction (see graphic 1):

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Graphic 1
n = 503, r = 0.54; p < .001
About the Growth Mindset Climate Survey

The Organizational Climate Survey (OCS) for growth mindset consists of seven carefully crafted and validated questions. It gives organizations a quick and easy way to assess the strength of their Growth Mindset Culture with a focus on three key characteristics:

- **Culture of learning**: Do employees feel they have opportunities to cultivate new skills and capabilities at work?
- **Culture of innovation**: Do employees feel comfortable taking risks to explore new ways of doing things better?
- **Culture of feedback**: Do employees feel they receive support and guidance from their managers on ways to improve?

These three concepts are combined into a single metric to provide insight into the strength of Growth Mindset Culture within your organization.

Why companies use the Organizational Climate Survey (OCS)

One of our clients, a multinational energy corporation, administered the Growth Mindset OCS to employees as a pre- and post-assessment of growth mindset culture. The purpose was to test the effectiveness of NLI’s Growth Mindset learning program (the GROW Digital Learning Solution). The survey was designed to assess the degree to which employees feel as though the company has a culture of feedback, innovation, and learning, and the degree to which certain desirable behaviors shifted with the learning experience.

We administered surveys two weeks before the program and six weeks after its completion. Our results indicate marked improvement in all three facets after our GROW DLS program:

- **25%** improvement in culture of feedback
- **23%** improvement in culture of innovation
- **28%** improvement in culture of learning

Learn more

To learn more about how to implement the Growth Mindset Climate Survey at your organization, please visit us at neuroleadership.com

Transforming Performance Management with a Growth Mindset Approach. *Industry Research, NeuroLeadership Institute, 2019*
Growth Mindset Supports Organisations Through Disruption. *Industry Research, NeuroLeadership Institute 2020*