



Fixed vs. Growth Mindset Through the DISC Lens

Don't change who you are. Change how you grow

A fixed mindset locks each DISC style into its worst habits. A growth mindset turns each style into its strongest leadership gift.

DISC Style	Fixed Mindset Looks Like...	Growth Mindset Looks Like...
D – Dominance	<ul style="list-style-type: none"> • Sees mistakes as weakness • Pushes harder instead of learning • Blames others when results aren't fast • Avoids feedback that threatens competence 	<ul style="list-style-type: none"> • Uses failure as data <p>Competes with their past self</p> <ul style="list-style-type: none"> • Asks, “<i>What can I learn from this?</i>” • Sees challenge as a chance to grow
I – Influence	<ul style="list-style-type: none"> • Needs approval to feel capable • Avoids situations that might make them look bad • Over-promises to protect image • Takes feedback personally 	<ul style="list-style-type: none"> • Welcomes feedback as connection • Tries new things even if messy • Shares mistakes openly and grows
S – Steadiness	<ul style="list-style-type: none"> • “This is just how I am.” • Resists change to stay comfortable • Avoids new challenges • Fears disrupting stability 	<ul style="list-style-type: none"> • “I can grow at my own pace.” • Leans into small changes • Builds confidence through consistency • Stretches gently beyond comfort
C – Conscientiousness	<ul style="list-style-type: none"> • Perfectionism blocks action • Fear of being wrong • Over-analyzes to avoid failure • Self-critical 	<ul style="list-style-type: none"> • Values learning over being right • Uses mistakes to refine • Tries, tests, improves • Treats feedback as information

A Growth Mindset shows that:

- A **D** doesn't have to become softer — they just need to become **curious**.
- An **I** doesn't need less energy — they need **braver learning**.
- An **S** doesn't need to change fast — they need **permission to grow**.
- A **C** doesn't need to be less careful — they need **freedom to try**.

Self-Awareness: Circle your prominent fixed mindset characteristics and reflect on the triggers (how, when, & why) do these show up in your life? Strategize how you can use a growth mindset approach.

To take the DISC assessment visit: <https://www.truity.com/test/disc-personality-test>