# Mind Makeover: Cultivating a Growth Mindset

## Teamwork Evaluation Form

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<td>Self-absorbed, passively follows others, limited participation in team activities or discussions, little initiative to interact with team members, little acknowledgement of the contribution of others, self-centered approach to work, tries to “outshine” other team members, throws other team members “under the bus”, doesn’t help pick up the slack, focuses solely on getting their work done, disagrees with others, wants everything his or her own way, does not ask for assistance even when overloaded</td>
<td>Working collaboratively, cooperative, flexible, trustworthy, share the workload, allow others to show what they know, willing to help, admits when they need help and accepts that help, accepts feedback from team members, listens and seeks understanding of other team members opinions and issues, supportive, tries to make other people on the team look good, willing to do extra work to help the team, recognizes when others are swamped, handles differences of opinion constructively</td>
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**Comments:**

**Questions:**

- Could you tell me about a time when your team was overwhelmed with work?
- Could you tell me about a time when one of your team members was overwhelmed with work?
- Could you tell me about the most challenging encounter with a team member?
- Could you tell me about an interaction with a team member that you wished you had handled differently?
- Could you tell me about a time you received constructive feedback from a team member?
- Could you tell me about a time when a team member was under stress?
- Could you tell me about a time when you and a team member disagreed?
- Could you tell me about a time when a team member appeared to be struggling in front of a supervising resident, fellow, patient or attending?
- Could you tell me about a time when there was a difference of opinion between you and another team member?
- Could you tell me about a time when you disagreed with your attending or supervising resident?
- Could you tell me about a time that your team succeeded in accomplishing a task?
- Could you tell me about a time you were on a team that had one or more unproductive members?
- Could you describe a time when one of the members on your team did not complete (or wasn’t doing) his or her fair share of the work?
- Could you tell me about a time a team member rubbed you the wrong way?
- Could you tell me about a time where you were willing to compromise on something relatively important to you?
- Could you describe a team experience you found disappointing?

*Developed by Baylor College of Medicine, Department of Pediatrics, 2013-2014*
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## Growth Mindset Evaluation Form

<table>
<thead>
<tr>
<th>Description of fixed mindset:</th>
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**Comments**

**Questions to ask interviewee that would help differentiate candidate on the above trait:**

1. Could you tell me about a time...?

2.

3.

4.