TruMindset

CLARITY TODAY, A BRIGHTER TOMORROW.

WELCOME TO THE

TruMindset Guide and Workbook

Understand the Assessment. Put the Insights to Work. Build a Brighter You.

This guide explains how the TruMindset assessment came about and how its products can be used, then takes you into a practical 90-day mindset-development workbook.



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What is TruMindset?

TruMindset is an assessment and development approach that helps you understand how you think, so you can put the insights to work and build a brighter you.



How the Research Began

The research for TruMindset started in 2013-2014 with roughly 300 volunteers.

Participants completed questionnaires and took part in behavioural interviews to explore how they think and respond in different situations.

A Key Finding

The research challenged a simple fixed-versus-growth binary. It found that many people show both tendencies, depending on the context. This led to the **Transition Mindset** concept.

The Data Summary

251 respondents in the unnamed middle zone

51 respondents in the predominantly fixed or growth zones

Statistical Mean: -0.0530

Statistical Median: -2.72

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OUR JOURNEY

From Insight to a Stronger Assessment

The TruMindset assessment has evolved to give you clearer, more reliable insights and a better experience.

1. THE FIRST QUESTIONAIRE

Our original assessment explored mindset through a broad set of questions, helping to identify patterns in how people think, feel and approach challenges.

2. FIVE DIMENSIONS

Analysis of the original questionnaire revealed five key dimensions that capture mindset:

- Learning
- Bounce Back
- Risk Taking
- Forward
- Pride

3. THE SECOND-GENERATION QUESTIONAIRE

We then redesigned the assessment using three-statement forced-choice sets. In each set, you choose the statement that fits you most and the statement that fits you least.

According to the source, this approach was adopted to:

- **Improve reliability**
- **Reduce response gaming**
- **Avoid fatigue**



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ABOUT THE TRUMINDSET

Assessment Products

Practical insights for real-world growth.

Basic Report

The Basic Report returns a mindset profile with a brief explanation and is designed for support from a trainer, coach, or consultant.



Premium Reports

Premium Reports add role-specific Optimal Profiles, gap analysis, and developmental suggestions.



Seven Report Areas

Premium Reports are available for seven role-specific areas:

- Leadership
- Entrepreneurship
- Solopreneurship
- Business Development Professionals
- Design Thinkers
- Sustainability Professionals
- Career Growth Builders

Important to Know

An Optimal Profile indicates behavioural tendencies relevant to a role, not a guarantee of success or a competency profile.



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YOUR PERSONALIZED

90-Day Development Plan

Turn Insight Into Action. Build a Brighter Tomorrow.

This workbook helps you create a practical, 90-day development plan based on your TruMindset Premium Report, tailored to your target job or role.



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What You'll Need

To create your personalized plan, please provide:

1. **Your TruMindset Premium Report**
   Upload or paste your full report.
2. **Your Target Job or Role**
   Tell us the role you're aiming for or currently in.
3. **Your Report Profile and Dimensions**
   We'll use the actual information from your report, including your profile and dimension details.

What This Workbook Delivers

Based on your report and target role, you'll get:

- **Executive Summary**
  A snapshot of your profile and development priorities.
- **Three 30-Day Sprints**
  Focused actions to build momentum over 90 days.
- **Tailored Resources**
  Focused actions to build momentum over 90 days.
- **Success Metrics**
  Clear measures to track your progress.
- **Weekly Accountability**
  Simple check-ins to keep you on track.

Important Note

This document does not contain your personal report scores. Without your actual report, we cannot fill in individualized strengths, gaps, blind spots, or recommendations. Please provide your TruMindset Premium Report to create your tailored plan.

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Development Plan – Worked Example

Here is an example of how to complete a development-plan entry using your **TruMindset insights**.
This is for **illustration only** — please replace the placeholders with information from your own **Premium Report**.

TARGET ROLE

[YOUR TARGET ROLE]

Replace this with the role you are working towards (for example, Team Lead, Project Manager, or another role).

LOWEST-SCORING DIMENSION

[YOUR LOWEST-SCORING DIMENSION]

Use the dimension from your Premium Report that you would most like to develop.

ONE SMALL DAILY ACTION

[YOUR DAILY ACTION]

Write one simple, realistic action you can take each day to build this area.

WEEKLY REFLECTION QUESTION

[YOUR REFLECTION QUESTION]

Choose a question to help you review your progress each week.

PROGRESS SIGNAL

[YOUR PROGRESS SIGNAL]

Define one sign you'll look for to know you're making progress (for example, a behaviour, outcome or piece of feedback).



Your plan. Your growth.

Use this example as a guide, then complete your own development plan using your Premium Report.

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DAYS 1-30

Foundation and Awareness

Small, consistent steps create meaningful change.

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My Target Role

What role am I working toward?

My Focus Dimension

Which TruMindset dimension am I focusing on?

My Baseline Observation

What do I notice about myself right now in this area?

My Two Daily Actions

What are two specific actions I will take today?

Action 1

Action 2

Daily Check-In

Take a few minutes at the end of the day to reflect.

Action Completed

What did I do?

Situation Noticed

What did I notice?

Learning

What did I learn?

Weekly Reflection (end of each week)

What progress did I make this week? What will I keep, adjust or try next week?



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DAYS 31-60

Integration and Practice

Put your insights into action. Build new habits. Create a brighter tomorrow.

1 CHOOSE A REAL CHALLENGE

Identify a current professional or personal challenge where you can practise your chosen mindset shift.

2 PLAN AND PRACTISE

Use the space below to plan, take action and reflect on the situation.

The Situation
Where, when and with who?

My Intended Behaviour
How I will show up differently.

Outcome Observed
What happened? What did I notice?

Next Adjustment
What will I do differently next time?

3 MY BOUNDARY-SETTING RULES

Set two personal or professional boundaries to support your progress over the next 30 days.

Boundary Rule 1

Boundary Rule 2

4 WEEKLY REVIEW

At the end of each week, take a few minutes to reflect. What's working? What do you want to adjust for the week ahead?

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DAYS 61–90

Acceleration and Mastery

Sustain the progress. Turn insight into lasting impact.

1 BEHAVIOURS TO SUSTAIN

From your TruMindset report and role context, what behaviours will you continue to prioritise in Days 61–90?

2 MEASURABLE OUTCOMES

What outcomes will indicate progress for you in Days 61–90? Use your report insights and role context to define what success looks like.

3 PROGRESS TRACKER

What progress are you making? Note key milestones, evidence or feedback.

4 WEEKLY REFLECTION

Use this space each week in Days 61–90 to reflect, learn and adjust.

WHAT WORKED WELL?	WHAT WAS DIFFICULT?	WHAT CHANGED?	WHAT WILL YOU TRY NEXT?

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YOUR 90-DAY

Accountability Review

Pause. Reflect. See Your Progress. Plan What's Next.

Use this page to review your 90-day TruMindset journey. Capture the signs of progress in your role, reflect each week, and keep building from here.



MY PROGRESS SIGNALS

Choose three qualitative or quantitative signals that will show progress in your role, based on your TruMindset report and the shifts you've chosen.

1

2

3

WEEKLY SELF-AUDIT

Use these questions each week to keep your learning in focus. You can revisit this page as often as you like.

1. What did I notice in my behaviour?
2. What action did I take toward my chosen shift?
3. What will I practise next week?

KEEP GOING

A Brighter Tomorrow

What else do you want to explore, build or better understand in the next 90 days — and how can you keep applying what you've learned from the TruMindset guide?