

Adaptability (self-assessed)

The following statements relate to one's perspective on life and to making decisions.

For each of the statements, please indicate how much you agree or disagree.

Indicate how you feel now. First impressions are usually best. Do not spend a lot of time on any one question.

Please be honest with yourself so that your answers reflect your true feelings.

	1 Strongly Agree	2 Agree	3 Disagree	4 Strongly Disagree
1. I can pretty much determine what will happen in my life. 2. People are only limited by what they think is possible. 3. People have more power if they join together as a group. 4. Getting angry about something never helps. 5. I have a positive attitude toward myself. 6. I am usually confident about the decisions I make. 7. People have no right to get angry just because they don't like something. 8. Most of the misfortunes in my life were due to bad luck. 9. I see myself as a capable person. 10. Making waves never gets you anywhere. 11. People working together can have an effect on their community. 12. I am often able to overcome barriers. 13. I am generally optimistic about the future. 14. When I make plans, I am almost certain to make them work. 15. Getting angry about something is often the first step toward changing it. 16. Usually I feel alone. 17. Experts are in the best position to decide what people should do or learn. 18. I am able to do things as well as most other people. 19. I generally accomplish what I set out to do. 20. People should try to live their lives the way they want to. 21. You can't fight bureaucracy. 22. I feel powerless most of the time. 23. When I am unsure about something, I usually go along with the rest of the group. 24. I feel I am a person of worth, at least on an equal basis with others. 25. People have the right to make their own decisions, even if they are bad ones. 26. I feel I have a number of good qualities. 27. Very often a problem can be solved by taking action. 28. Working with others in my community can help to change things for the better.				

The assessment score is obtained by summing and averaging the raw scores on all items. Scores in the range 2.51-4.00 are considered low level of competence; scores in the range 1.51-2.50 as medium level; and scores in the range 1.00-1.50 as high level.

Creativity and lateral thinking (self-assessed)

Please consider each of the following statements as if applies to you at present.
For each of the statements, please place an "X" in the space that best describes you.

	1 Strongly Disagree	2 Disagree	3 Nor agree nor disagree	4 Agree	5 Strongly Agree
1. I demonstrate originality in my work. 2. I am creative when asked to work with limited resources. 3. I identify ways in which resources can be recombined to produce novel products 4. I find new uses for existing methods or equipment. 5. I think outside of the box. 6. I identify opportunities for new services/products. 7. Freedom to be creative and original is extremely important to me.					

The assessment score is obtained by summing and averaging the raw scores on all items for each scale. Scores in the range 1.00-1.50 are considered low competence level in creative problem solving; scores in the range 1.51-3.00 as medium level; and scores in the range 3.01-5.00 as high level.

Innovation (self-assessed)

Please consider each of the following statements as if applies to you at present.
For each of the statements, please place an “X” in the space that best describes you.

	1 Strongly disagree	2 Disagree	3 Nor agree nor disagree	4 Agree	5 Strongly Agree
1. I often surprise people with my novel ideas. 2. People often ask me for help in creative activities. 3. I obtain more satisfaction from mastering a skill than coming up with a new idea. 4. I prefer work that requires original thinking. 5. I usually continue doing a new job in exactly the way it was taught to me. 6. I like a job which demands skill and practice rather than inventiveness. 7. I am not a very creative person. 8. I like to experiment with various ways of doing the same thing.					

The assessment score is obtained by summing and averaging the raw scores on all items for each scale. Scores in the range 1.00-2.50 are considered low level of competence in using a growth mindset; scores in the range 2.51-3.50 as medium level; and scores in the range 3.51-5.00 as high level.