



Materials for Reflection

To start the work on the entrepreneurial mind-set, we suggest a phase of reflection of the learner's mind-set they have already developed. With the help of guided questionnaires we want to support the self-inquiry of the learners of their attitudes, beliefs and meta-cognitive aspects in regard to an entrepreneurial mind-set. Within the DESERVE project we created a tool in order to give the learners the possibility to reflect on the different aspects. Those statements and the self-assessment can help to identify strength and weaknesses and through this the areas one wants to develop further. Those areas work as points of reference within the following process and a transmission between the own self statements and a specified experience within the setting of the ideas-into-action concept is possible. Throughout the own inquiry in one's own mind-set that is linked to a experience, the mind-sets assessment can get a 'reality check' and on the other side the single experience can make a difference in the self inquiry. This can be seen as one access point to the development of mind-sets.

1. Entrepreneurial Mindset – A first reflection

First the questionnaire will be provided than the evaluation of the questionnaire is described.

1.1. Entrepreneurial Mindset – Questionnaire

The statements below describe a mindset of an **ideal entrepreneur**. It shall assist you in **learning and reflection** by identifying your own strengths and development potentials. Consequently, it is **NOT** intended to **assess** your Entrepreneurial Mindset objectively to compare it with others. It is designed to navigate through your own internal landscape of your mindset.

Please **read** through the following statements in regard to **your experiences** in situations and projects you know. Those situations could be from your **school** context (e.g. a specific school project), **family** context (e.g. a huge celebration or a service you do in your family) or your other experiences in your **spare time** (e.g. sport activities).

Try to **generalize** the picture you have from **yourself** over different situations you can remember. Categorize your answers to the statements in the following way:

5 = fits to me **totally** and in most of the cases,

4 = I can see myself like that **in more cases** than I can see not myself like that

3 – neutral: Around **half of the cases** I can see myself like that, in the other half not

2 = **I rarely** observe myself to act like that.

1 = I do not observe myself to act like that in **almost any** situations.

DK = don't know

NA = not applicable



Goal orientation	5	4	3	2	1	DK	NA
I am pursuing potential opportunities							
I quickly commit and de-commit to opportunities							
I am completely immersed and fully engaged in the my actions							
I feel passionate about the things I do							
I solve problems with persistence and determination							
I am willing to invest a lot personal resources (e.g. time, attention) for an important opportunity							
I am passionate about my dreams and goals							
I persist also in the face of setbacks and failures							
Leadership / responsibility	5	4	3	2	1	DK	NA
I desire to achieve goals and results on a high level for myself							
I put together the right team in order to solve a problem							
I am sensitive for the people working around me							
I form partnerships in order to solve problems							
I inspire and motivate others							
I consider others and attract talents in others							
I learn quickly and apply newly acquired things fast							
I am a person with a high integrity							
I get others to identify and believe in my visions and plans							
Initiative taking	5	4	3	2	1	DK	NA
I often see opportunities and new ideas							
I have a great interest for the needs of people around me							
I am aware of new trends early on							
I take proactive actions							
I learn from mistakes and failure							
Planning and management	5	4	3	2	1	DK	NA
I manage the time in my projects							
I analyse a problem before I start working on it							
I set and achieve goals for myself							
I design effective plans to achieve my goals							
I look ahead beyond the immediate situation							
Tolerance of risk / uncertainty	5	4	3	2	1	DK	NA
I am comfortable in taking calculated risks							
I identify and manage risks quickly and accurately							
I understand how to minimize risks							
I can manage situations with conflicts and contradictions							
I am ok with conflict and stress							
I am ok with the feeling that I am not sure about the results that come out							
I can bear negative feelings							
I work on details and still I can see the large picture							
I improvise when I do not now the right action or decision							
I can tolerate unexpected change							
I manage to keep up working although there is uncertainty							
I act flexible in complex situations							
I work effectively even under continuous stress and pressure							
I still make decisions in uncertain situations.							
Creativity - innovation	5	4	3	2	1	DK	NA
I think out of the box							
I invent new ways to resolve problems, which others think they cannot be solved							
I drive change and I am not satisfied by the status quo							
I am interested in working in a unique way and I want to be seen as a unique person							
I identify new ways to combine resources to work towards my goals							
I come up with new ideas							



Support system	5	4	3	2	1	DK	NA
I have the support of my family and 'significant people' around me (e.g. friends) for reaching my goals							
My family and 'significant people' share my commitment towards my ideas and goals							
My family and 'significant people' are willing to get involved in my projects and ideas							
Motivation	5	4	3	2	1	DK	NA
I am strongly driven to achieve my personal and professional success							
I align my actions towards my goals and results							
I have lots of visions and ideas							
I have confidence in my ideas and abilities and I know that they will lead me towards success							
I am aware of my own strength and weaknesses							
In challenging situations I stick to my goals							
Autonomy	5	4	3	2	1	DK	NA
I desire to work independently							
I like to find my own way and do not have to follow a given routine							
I want to live in a self determined way							
I follow my own set of rules							
Competence / self efficacy	5	4	3	2	1	DK	NA
In the face of resistance I can find means and ways to follow my goals							
When I am really involved I can solve the problems							
I realize my own intentions and goals							
Even in unknown situations I know what I should do							
In case of a unforeseen situations, I now I can deal with them							
I trust in my own abilities to solve problems							
In any case, I manage my way through							
For any problem I find a solution							
If there is a new thing, I know how to deal with it							
I have the power to deal with a problem							
Locus of control	5	4	3	2	1	DK	NA
I see myself and my efforts as the source of the problem solutions							
In cases of failure I consider my own impacts as source of it							



1.2. How to analyse your own entrepreneurial mindset:

- **Step 1:** score your answers in the following scoring sheet (see following page)
- **Step 2:** Go back to the questions where you marked ‘Don’t know’. What information would you need to come to a decision in how you see yourself? Make notes about that information and revise your answers.
- **Step 3:** Identify your key strengths: Go to the areas where you marked mainly the category 5 or 4. Reflect on those and make a clear picture for yourself
- **Step 4:** Identify your weak areas: Identify those areas where you marked mainly the category 1 or 2. Reflect on those aspects and discuss on how you think you could develop yourself in those categories in order to gain a more developed entrepreneurial mindset.
- **Step 5:** Identify those areas where you want to improve your entrepreneurial mindset and discuss first measures on how you could start working on it. Maybe you can find a strategy in how you could compensate in those areas, in working together with others. Think about what you would like to ask an successful entrepreneur in that area.

Area	Number of responses							Average score	Key strength (Number of responses in category 5 and 4)	Weak areas (Number of responses in category 1 and 2)
	5	4	3	2	1	DK	NA			
Goal orientation										
Leadership / responsibility										
Initiative taking										
Planning / management										
Tolerance of risk / uncertainty										
Creativity / innovation										
Support system										
Motivation										
Autonomy										
Self efficacy										
Locus of control										



2. What is your approach to new things? (based on Kolb 1974)

In the next part you will find text in rows and columns. In each row you have four different words. In row number one for example: specified, explorative, engaged, and pragmatic. Out of the four options, choose the word that describes your way to approach new things best.

You have 10 points to distribute in each row. So, give the first word the number of points, that seems adequate for you. After that choose the second word, third word until you have distributed all 10 points. If a word does not describe you well, do not give any points to it. Example:

Column A	Points A	Column B	Points B	Column C	Points C	Column	Points D
A1: specified	1	B1: explorative	3	C1 engaged	2	D1 pragmatic	4

2.1.1. Questionnaire

Work row by row: Read the row and for each row you can allocate 10 points

	A		B		C		D	
1	specified		explorative		engaged		pragmatic	
2	receptive		factual		analytic		neutral	
3	feeling		observing		thinking		acting	
4	accepting		risk taking		considering		intentional	
5	intuitive		productive		logic		questioning	
6	abstract		surveying		tangible		active	
7	oriented in the presence		reflecting		oriented in the future		pragmatic	
8	experiencing		observing		conceptualizing		experimenting	
9	intensive		reserved		rational		responsible	

2.1.2. How to analyse your personal style in change

Take the number of points and put them in the right spots – you don't need all of your points. Sum up each column.

A2		B1		C2		D1	
A3		B3		C3		D3	
A4		B6		C4		D6	
A5		B7		C5		D7	
A7		B8		C8		D8	
A8		B9		C9		D9	
Total A		Total B		Total C		Total D	
Specific experience (feeling)		Reflective observer (watching)		Abstract conceptualization (thinking)		Active experimentation (doing)	



Draw your individual square in the following chart. To which pole do you tend to? How great is this tendency in comparison to the other poles?

