Talent is *Set*  
You have it or you don’t  

- **Avoid Challenges**  
  If I fail, it means I’m not talented.

- **Give Up Easily**  
  Why bother? I must not be talented.

- **See Effort as Bad**  
  If I have talent, it should be easy.

- **Ignore Critique**  
  Something is wrong? I must not be talented.

- **Feel Threatened by Success of Others**  
  They have more talent. I could never do that.

Talent is *Grown*  
Talent develops over time with exposure and effort  

- **Seek Challenges**  
  If I fail, I will learn something.

- **Keep Trying**  
  I will learn how to overcome this.

- **See Effort as Key**  
  The harder I work, the better I get.

- **Pursue Critique**  
  What can I learn from this opinion?

- **Feel Inspired by the Success of Others**  
  They’re awesome! I want to do that!

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