



## SCARCITY VS. ABUNDANCE MENTALITY SCALE

Adapted from *The Three-Legged Stool, Employee Engagement = Higher Profits*, Couillard, Dana, Friesen Press, 2020

### Instructions

1. For each pair of items below, mark yourself on the continuum between Scarcity Mentality and Abundance Mentality
2. When you have completed the 9 items, connect the dots to see the pattern created by your choices.
3. How do your choices impact on the way you perform your role in your organization?

| Scarcity Mentality   | ←—————→   | Abundance Mentality  |
|--|---|--|
| 1. I often worry that there won't be enough money even when things are going well.                                 | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | 1. I rarely worry that there won't be enough money even when things are not going well.                        |
| 2. In choosing a career, security is a top priority.   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | 2. In choosing a career, passion is a top priority.  |
| 3. I often worry about losing what I've gained through no fault of my own.   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | 3. I rarely worry about losing what I've gained through no fault of my own.                                    |
| 4. I have trouble believing "Do what you love and the money will follow."  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | 4. I believe "Do what you love and the money will follow."   |
| 5. I frequently worry that my children won't have as many opportunities in their lives as generations before them. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | 5. I rarely worry that my children won't have as many opportunities in their lives as generations before them. |
| 6. I have trouble believing that eventually everything works out.  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | 6. I don't have trouble believing that eventually everything works out.  |
| 7. I don't feel especially connected to anything beyond my day to day activities.                                  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | 7. I do feel connected to something beyond my day to day activities.   |
| 8. When people say, "don't worry, it will work out," I think they're naïve.  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | 8. When people say, "don't worry, it will work out," I think they're right.                                    |
| 9. Making significant changes in my life (work or personal) can be very difficult for me.                          | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | 9. Making significant changes in my life (work or personal) is not very difficult for me.                      |