



# The Fundamentals of Grit

Building Personal Effectiveness, Positive Impact & Influence

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# Grit

“courage and resolve; strength of character. ‘he displayed the true grit of a navy pilot’“

- Oxford dictionary

“firmness of mind or spirit : unyielding courage in the face of hardship or danger // managed to survive by his *grit* and guile”

- Merriam-Webster





# Understanding Grit & Achievement

- Late 19<sup>th</sup> century: Heredity, enthusiasm & hard work
  - Francis Galton: The truly eminent have “ability combined with zeal and the capacity for hard labor.”
- Early 20<sup>th</sup> century: Character & environment
  - Wilbur Wright: “If I were giving a young man advice as to how he might succeed in life, I would say to him, pick out a good father and mother, and begin life in Ohio.”
- Mid 20<sup>th</sup> century: Toughness & guts
  - Churchill: “This is the lesson: never give in, never give in, never, never, never, never—in nothing, great or small, large or petty—never give in except to convictions of honour and good sense.”
- Early 21<sup>st</sup> century: Deep interest combined with ambitious goals and hard work
  - [Duckworth](#): “**Passion** and **perseverance** for especially long term **goals**”

# Grit: The Key Factor in Long Term Achievement

- Many long term studies, all with the same conclusion: Grit correlates with success far better than measures of talent or IQ.
  - West Point
  - Education
  - Athletics
  - Music
  - Chess Grandmasters
  - Sales
  - Entrepreneurs

“Talent is great, but talented people don’t always show up and they don’t always finish.” - Angela Duckworth, 2016

*Talent + Effort → Skill. Skill + Effort → Achievement*

# The Critical Elements and Key Strategies

Grit is:

- Passion
- Perseverance
- Commitment to ambitious, long term goals




Key strategies:

1. Explore broadly, find areas of deep interest
2. Commit to Deliberate Practice
3. Work (and live) with Purpose
4. Develop faith that setbacks and failure are not permanent




# Strategy 1: Develop Deep Interests

- “Follow your passion.” A slogan – and a high bar.
  - Explore. Learn. Read. Dig. Dig deeper.
  - Develop respectful, cooperative relationships with interesting people.
  - Create space in your routine for digging into Deep Interests
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## Strategy 2: Deliberate Practice

- Malcolm Gladwell's 10,000 hour rule
  - Bill Gates' 10,000 hour rule
  - Practice is sustained because... it's deeply interesting
  - Practice vs. Duckworth's "[Deliberate Practice](#)"
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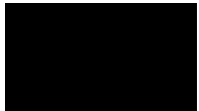
## Strategy 3: Purpose & Long Term Goals

- Working with purpose vs. “doing a job”
  - Deep Interest + Purpose = Commitment & Grit
  - Richard Leider – [“The Power of Purpose”](#)
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# Strategy 4: Faith that Failure is not Permanent

- Studies of students who fail: “What would you do differently next time?”
  3. Cheat
  2. Find someone who did worse than me so I don’t feel so bad
  1. Run away from difficulty
- Carol Dweck’s “Yet” vs. “the tyranny of now.”
- Jim Collins: “How can you reframe failure as growth in pursuit of a BHAG?”



# The Roadmap to Building Grit

Grit is:

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# Duckworth Grit Test



# The Duckworth Grit Test

	Not at all like me	Not much like me	Somewhat like me	Mostly like me	Exactly like me
1. New ideas & projects sometimes distract me from previous ones.	5	4	3	2	1
2. Setbacks don't discourage me. I don't give up easily.	1	2	3	4	5
3. I often set a goal but later choose to pursue a different one.	5	4	3	2	1
4. I am a hard worker.	1	2	3	4	5
5. I have difficulty maintaining my focus on projects that take more than a few months to complete.	5	4	3	2	1
6. I finish whatever I begin.	1	2	3	4	5
7. My interests change from year to year.	5	4	3	2	1
8. I am diligent. I never give up.	1	2	3	4	5
9. I have been obsessed with a certain idea or project for a short time but later lost interest.	5	4	3	2	1
10. I have overcome setbacks to conquer an important challenge.	1	2	3	4	5



# Average Grit Score: American Adults

Percentile	Average Grit Score
10%	2.5
20%	3.0
30%	3.3
40%	3.5
50%	3.8
60%	3.9
70%	4.1
80%	4.3
90%	4.5
95%	4.7
99%	4.9