

Degree of strength of will or perseverance. Quiet determination to stick to a course once decided upon.

Tendency to not abandon tasks in the face of obstacles. Perseverance, tenacity, doggedness.

“...the data I’ve collected on grit and age are consistent with two different stories. One story says that our grit changes as a function of the cultural era in which we grow up. The other story says that we get grittier as we get older. Both could be true, and I have a suspicion that both are, at least to an extent. Either way, this snapshot reveals that grit is not entirely fixed. Like every other aspect of our psychological character, grit is more plastic than you might think.”

“What else, other than grit, predicts success in the military, education, and business? In sales, I found that prior experience helps—novices are less likely to keep their jobs than those with experience. In the Chicago public school system, a supportive teacher made it more likely that students. And for aspiring Green Berets, baseline physical fitness at the start of training is essential. But in each of these domains, when you compare people matched on these characteristics, grit still predicts success. Regardless of specific attributes and advantages that help someone succeed in each of these diverse domains of challenge, grit matters in all of them.”

“I finally published an article in which I lay down to simple equations that explain how you get from talent to achievement. Talent is how quickly your skills improve when you invest effort. Achievement is what happens when you take your acquired skills and use them. Of course, your opportunities—for example, having a great coach or teacher—matter tremendously, too, and maybe more than anything about the individual. My theory doesn’t address these outside forces, nor does it include luck. It’s about the psychology of achievement, but because psychology isn’t all that matters, it’s incomplete...Talent—how fast we improve in skill—absolutely matters. But effort factors into the calculations *twice*, not once.

Effort counts twice: talent x **effort** = skill



What contributes to grit?

Four factors contribute to grit:

1. Interest: (a) initial gravitation, (b) triggered by experience, (c) repetition, (d) supporters
2. Deliberate Practice: (a) clear stretch goal, (b) full concentration/effort, (c) immediate targeted feedback, (d) repetition, reflection and refinement. Duckworth also cites 10,000 hour rule to develop expertise.
3. Purpose: (a) desire to contribute to well-being of others, (b) selflessness
4. Hope: (a) optimistic self-talk, (b) growth mindset

Discussion Questions:

What are your impressions of the “grit” scale?

How does one instill grit?