

GET ME SOME GRIT

Finding Resilience in Unfamiliar Times



WHAT IS GRIT?

- In psychology, grit is defined as a positive, non-cognitive trait based on an individual's perseverance of effort combined with the passion for a particular long-term goal or end state.

WHAT'S ITS TRAITS?

Pioneered by Angela Duckworth in 2013 from the motivating premise:

‘Why do naturally talented people frequently fail to reach their potential while other far less gifted individuals go on to achieve amazing things?’

The secret to outstanding achievement is not talent, but rather a passionate persistence.

GRIT



GUMPTION

Grit is the ability to keep working toward a goal, overcoming challenges and sticking with the goal even when it's hard. Having grit means having the determination and passion for long-term goals. Grit isn't talent or luck.



RESILIENCE



INTEGRITY



TENACITY



Foster effort over talent



Creates a mindset that ones current ability can be improved



Enables the skill of 'calculated risk taking'



Helps shifts interests towards actions



Develops resilience

BENEFITS OF GRIT

HOW GRITTY ARE YOU?

- Open a clean screen or take a fresh sheet of paper
- Draw two columns
- In the first column number down the page 1 – 10
- In the second column note your score when I ask the following questions...

Question	Score
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

QUESTION 1

- New ideas and projects sometimes distract me from previous ones...

Response	Score
Not at all like me	5
Not much like me	4
Somewhat like me	3
Mostly like me	2
Very much like me	1

QUESTION 2

- Setbacks don't discourage me. I don't give up easily.

Response	Score
Not at all like me	1
Not much like me	2
Somewhat like me	3
Mostly like me	4
Very much like me	5

QUESTION 3

- I often set a goal but later choose to pursue a different one.

Response	Score
Not at all like me	5
Not much like me	4
Somewhat like me	3
Mostly like me	2
Very much like me	1

QUESTION 4

- I am a hard worker

Response	Score
Not at all like me	1
Not much like me	2
Somewhat like me	3
Mostly like me	4
Very much like me	5

QUESTION 5

- I have difficulty maintaining my focus on projects that take more than a few months to complete.

Response	Score
Not at all like me	5
Not much like me	4
Somewhat like me	3
Mostly like me	2
Very much like me	1

QUESTION 6

- I finish whatever I begin.

Response	Score
Not at all like me	1
Not much like me	2
Somewhat like me	3
Mostly like me	4
Very much like me	5

QUESTION 7

- My interests change from year to year.

Response	Score
Not at all like me	5
Not much like me	4
Somewhat like me	3
Mostly like me	2
Very much like me	1

QUESTION 8

- I am diligent. I never give up.

Response	Score
Not at all like me	1
Not much like me	2
Somewhat like me	3
Mostly like me	4
Very much like me	5

QUESTION 9

- I have been obsessed with a certain idea or project for a short time but later lost interest.

Response	Score
Not at all like me	5
Not much like me	4
Somewhat like me	3
Mostly like me	2
Very much like me	1

QUESTION 10

- I have overcome setbacks to conquer an important challenge.

Response	Score
Not at all like me	1
Not much like me	2
Somewhat like me	3
Mostly like me	4
Very much like me	5

NOW THE MATH

- Add up the sum total of your scores
- Now divide that by ten (10)
- In the chart next you can see where you sit in relation to a large sample of study participants

Percentile	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

HOW TO GET GRITTY?

“Living life like a marathon, not a sprint.” [Angela Duckworth]

Practice – Purpose – Hope - Time



GROWING GRIT FROM THE INSIDE OUT

- **PRACTICE:** Deliberate practice means learning as you go, getting feedback from your experience as well as from others.
- **PURPOSE:** Purpose is anything you can develop an interest in over the long term.

Practice is limited if what you are practicing is something you don't feel purposeful about or are highly interested in.

GROWING GRIT FROM THE INSIDE OUT

- **HOPE:** Failure is often inevitable.

But if we learn to embrace failure as an opportunity to learn, improve, and then get back up again, we're more likely to succeed in future attempts.

Failure is viewed as a practice run not the end!

- **TIME:** The secret to a grit formula is time. Time to devote yourself to practice, purpose and developing from failure.



GROWING GRIT FROM THE OUTSIDE IN

- BUILD A CULTURE OF GRIT
- Recognise that brains and talent are just a starting point.
- Remind one another that whatever is holding us back can be overcome by following a different path, or finding purpose to develop evolved strengths through dedication.
- Develop 'Growth Mindset' conversations and learn to be brave.
- Habituate yourself and your team to take risk.



FALL FORWARD



- It means **taking chances and going all in for something good.**
- It means that even when we fail in striving for a dream we learn from the fall, and then when we get up again we are even stronger than before.
- It means not to be afraid of failure

TALK FALLING FORWARD

Discourages Growth & Grit	Encourages Growth & Grit
Well done, you've got talent!	Fantastic, you've put in amazing effort!
You gave it a good shoot. Better luck next time.	Damn, looks like you gave it your all but it still didn't work. Would you like to have a conversation around what you can do to fix it for next time?
This is too hard for you.	I can see this is probably hard for you right now, but I know with some practice it will become easier.
Perhaps this role is just not for you.	I know you can do this, don't forget with time and practice it will make sense. So push through knowing we are here to support you.

A wide-angle photograph of a wooden boardwalk that curves through a vast, grassy dune landscape. The boardwalk is made of light-colored wooden planks and leads the eye from the foreground into the distance. The dunes are covered in green and yellowish grasses, with patches of sand visible. In the background, a line of trees marks the horizon under a grey, overcast sky. A dark rectangular box with a white border is superimposed over the lower middle of the image, containing the text 'FINAL STEPS FALLING WITH GRIT'.

FINAL STEPS FALLING WITH GRIT

REFLECT

What is your rose for today?

Thorn – Stem - Flower





FIND PURPOSE

- Take time to reflect and find your purpose.
- “Growth mindset with a strong purpose and a toned resilience muscle, you’ll find that there are always others ways to achieve your goals.” [Charlotte Barber]



TAKE ON CHALLENGES

Embrace challenges and review them as fruitful learning experiences.



INCORPORATE “YET”

- Integrating the word yet into your vocabulary signals that despite any struggles, you can overcome anything.
- It reminds you that achievement is a matter of time and little effort.
- Yet starts shifting us from fixed mindset to a growth mindset.
-



NOTE DOWN GOALS

Create clear, realistic goals based on your passion...



ALTER YOUR ATTITUDE

Be aware of fixed mindset over growth mindset

SEEK CONSTRUCTIVE FEEDBACK

Check in with peers, friends and leadership
about what you can do better.



PRACTICE MINDFULNESS

Mediation, walking, or even stretching allows you to focus on the present moment, mediate on your surroundings, and brings clarity to a cloudy mind.



An aerial photograph of a winding asphalt road through rolling green hills. The sun is low in the sky, casting a warm, golden glow over the landscape. The road curves through the hills, and there are some small structures and trees in the distance. The overall scene is peaceful and scenic.

APPRECIATE THE JOURNEY

When you are fixated on the outcome, you miss out on valuable learning moments that can improve your development overall.

PRACTICE GRIT



- Be a little stubborn without being stupid.
- Be determined without being arrogant.
- Find your groove of perseverance.

G
GIVE IT YOUR ALL



Study All KNIGHT

R
REDO IF NECESSARY



T
UP



Study All KNIGHT

T
TAKE TIME TO DO IT RIGHT



Study All KNIGHT

Shane Warren
COACH | COUNSELLOR | CONSULTANT

CHEERS
THANKS A LOT!