



### ACTIVITY: Get Gritty

#### Purpose

The purpose of this activity is to:

- Understand what grit means
- Identify your level of grit
- Reflect on the levels of grit in your team
- Identify ways to increase grit in your life

#### ESTIMATED TIME

15-20 <sup>minutes</sup>

#### Background

What is grit? Grit is passion and perseverance for long-term goals. Grit isn't talent or luck. Grit isn't how intensely, for the moment, you want something. Instead, grit is about having an "ultimate concern" – a goal you care about so much that it organizes and gives meaning to almost everything you do. And grit is holding steadfast to that goal even when you fall down, mess up, or when progress toward that goal is halting or slow. Talent and luck matter to success. But grit is what drives us to success.

To be "gritty" doesn't mean you engage in all possible pursuits with equivalent passion and perseverance. And indeed, the limits of our time and energy means focusing on one thing requires focusing less on others. If you pursue becoming a great pianist at the same time as becoming a great mathematician, and a great sprinter, and a chef, and a philosopher, you have a high likelihood of burnout. But to be gritty means to pursue your focus with consistency of interest and effort.

Why should you care about grit? Grit provides meaning in your work and in your life. It's striving for something that you really, really care about. To learn your team's individual levels of grit and ways to increase it, proceed to the activity on the next page.

#### MATERIALS

##### Required:

- A. Computer w/ internet
- B. Print out of results from grit assessment
- C. Handout – Ways to Enhance Your Grittiness (in this bundle)



### Activity

This activity is divided into two parts.

#### **Part 1 – Grit Pre-work**

In advance of the group activity, send an email to participants (at least a week prior to the scheduled activity) with...

- 1) The link to Angela Duckworth's TED Talk on Grit:  
[https://www.ted.com/talks/angela\\_lee\\_duckworth\\_grit\\_the\\_power\\_of\\_passion\\_and\\_perseverance?language=en](https://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance?language=en)
- 2) The link to complete the grit assessment: <https://angeladuckworth.com/grit-scale/>
- 3) Ask them to watch the TED talk to learn more about grit and to take the brief assessment in advance of the huddle, meeting, etc. where grit will be discussed and debriefed. Be sure to ask them to bring their results of the grit assessment with them to the debrief.

#### **Part 2 – Debrief of Grit**

- 1) Share the background on grit (from the previous page) as a recap.
- 2) Ask for reasons they believe grit can be beneficial.
- 3) Either as a large group (or in small groups or pairs) review the discussion questions below.

### Discussion Questions/ Key Points

- Based on the results of your grit assessment, what insights do you have?
- What makes you gritty?
- What might you do differently to improve your grittiness?
- What situation are you are currently experiencing that you can use grit to propel you forward toward a meaningful goal?
- Review the Ways to Enhance Your Grittiness handout and discuss some of ideas to increase your grittiness.

<https://angeladuckworth.com/qa/>

<https://angeladuckworth.com/grit-scale/>

[https://www.ted.com/talks/angela\\_lee\\_duckworth\\_grit\\_the\\_power\\_of\\_passion\\_and\\_perseverance?language=en](https://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance?language=en)



## Ways to Enhance Your Grittiness

1. **Passion:** Know what lights you up, where you feel enthusiastic, alive and happy. Know your deepest values and what your keen areas of interest are. Strengthen the desire to more deeply understand your chosen field. Being proactive to learn more will be fuel in your tank for the long haul.
2. **Commitment:** Having the fortitude to hang in there even when it is challenging or difficult.
3. **Concentration and Attention:** Bring focused attention to your chosen area of interest and avoid distractions.
4. **Vision:** Keep your eye on the goal and take actions that are aligned with it.
5. **Responsibility:** Cultivate the attitude that "If it's to be, it's up to, me." Hold yourself as being at cause rather than at effect of the process.
6. **Optimism:** Cultivate a hopeful, optimistic orientation. This serves to drown out critical voices of doom in the mind, discouraging words from others, and thoughts that can diminish your enthusiasm.
7. **Time:** Allowing sufficient time to devote to your specific area to use it for deliberate practice.
8. **Patience:** The journey towards any valuable goal takes more patience than we think it should and the practice of mindfulness is a great strengthener of patience.
9. **Effort:** The willingness to exert yourself.
10. **Self-discipline:** The philosopher Ken Keyes says, "The secret of life is sticking with it." Just don't quit.
11. **Courage:** Be willing to face and endure discomfort and pain in the process of fulfilling your vision.
12. **Habits:** Create new habits through diligent practice.
13. **Support:** The development of grit requires support. Enlist and engage with role models, mentors, teachers, coaches, and those who are further along on a similar path.
14. **Creativity:** Be willing to exercise your imagination and take the road less traveled.
15. **Loyalty:** We will need some to stay with it when the process is difficult or boring.
16. **Perseverance:** Sticking with the process allows us to constantly improve even when there is repeated frustration.
17. **Consistency:** Some people have a flare up of infatuation with an area of interest and are obsessed with it for a short time, but then drop it. Those with grit maintain their passionate area of interest spanning over many years. Their enthusiasm endures.
18. **Resilience:** Get back on the horse after you are thrown but don't forget to learn from your experience.
19. **Openness:** Invite feedback, especially negative feedback from trusted friends and colleagues.
20. **Purpose and Meaning:** Choose goals that enhance the lives and well-being of others as well as your own. When we find out what our special gifts are and are busy giving them to our community, we know that we are contributing to the well-being of others.