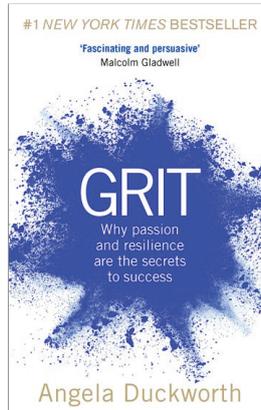




GRIT
BY ANGELA DUCKWORTH



THE BOOK


Grit
by Angela Duckworth


INTRODUCTION

When Angela Duckworth's book hit the shelves in 2016, the concept of 'grit' took the world by storm. More than a self-help book, *Grit* is the work of years of work and research by an award-winning psychologist. Angela Duckworth has committed her life, and more than her fair share of her own grit, to discovering how people succeed.

In *Grit*, Duckworth shares her discoveries and outlines how you can become a grittier person. Duckworth has found that determination, perseverance, and resilience are key to almost all high-level success, more so than talent.

With colourful stories of 'grit paragons' to outline how grit can lead to success, *Grit* is as readable as it is inspirational. If you are striving for the best but never quite seem to make it, this is the book that will inspire you to reach the next level.



5 BEST QUOTES

"Enthusiasm is common. Endurance is rare."

"Our potential is one thing. What we do with it is quite another."

"...there are no shortcuts to excellence. Developing real expertise, figuring out really hard problems, it all takes time longer than most people imagine....you've got to apply those skills and produce goods or services that are valuable to people....Grit is about working on something you care about so much that you're willing to stay loyal to it...it's doing what you love, but not just falling in love staying in love."

"As much as talent counts, effort counts twice."

"I won't just have a job; I'll have a calling. I'll challenge myself every day. When I get knocked down, I'll get back up. I may not be the smartest person in the room, but I'll strive to be the grittiest."



9 BIG IDEAS

1. GRIT

To Angela Duckworth, grit is the ability to keep going despite the odds. It is falling down three times and getting up four, pushing through the pain to be the best and being too determined to give up. In short, grittiness dictates the amount of time and effort you are willing and able to put into any goal.

Grit separates high-end achievers from the average. If two people have the same IQ, background, potential and skill levels, the one with more grit is most likely to be more successful.

2. TALENT

All too often, people are likely to say, “Wow, she is so talented”, or “I wish I had his talent”. In reality, despite how it seems, successful people may have no more talent than anyone else. What they do have is grit. They have put in the time and effort it takes to get to where they are.

No one sits at a piano and belts out Flight of the Bumblebee first try, regardless of their natural aptitude. It takes time and work to reach the highest levels. Rather than saying “She is so talented,” you should say “She has worked so hard”.

3. EFFORT

As Duckworth says, “Effort counts twice.” Duckworth says it takes talent, effort and skill to achieve your goals. Duckworth defines skill as the combination of talent and effort. Total achievement comes by combining skill with talent. So, (talent x effort) = skill and (skill x effort) = achievement. As you can see, effort counts twice on the road to achievement.

In short, you get out what you put in. Effort is essential to high-level success and it takes grit to sustain effort. Once again, the high achievers' levels of effort, and therefore their grittiness, is what sets them apart.

4. THE GRIT SCALE

Duckworth has developed a measure she calls the Grit Scale to test grit. This scale is a simple, ten-question survey that asks you to rate yourself from ‘Not at all like me’ to ‘Very much like me’ along a five-point scale. The simple test only takes a few minutes to complete and, if answered honestly, will give you a grit score and show you your percentile compared to the US population.



9 BIG IDEAS

Doing the grit scale is an easy and efficient way to understand how gritty you are. It will also show you which areas you might need to improve. Areas such as, “I have difficulty maintaining my focus on projects that take more than a few months to complete” or “I am diligent. I never give up.”

5. INTEREST

No matter how much grit you have, you are unlikely to succeed if you have no interest or passion in your pursuit. Finding a goal that interests and inspires you is key to utilising grit. What is also important though, is understanding what triggers passion. It’s more than liking or enjoying something. It is about loving it and fostering your pleasure.

Learning and developing a skill in any area fosters and supports passion. If you find you have been striving hard at a pursuit but find no joy in it, then it may not be worth your while. There is no point in becoming the best guitarist in the country if you don’t like playing the guitar. Success is also about happiness.

6. PRACTICE

Most people have heard of the 10,000-hour rule; 10,000 hours is the amount of practice you need to put in to master a skill. While this may be true, Duckworth expounds upon the idea.

Yes, practice is vital, but it is the kind of practice that matters most. Duckworth advocates ‘deliberate practice’ with a purpose and a set goal. You may spend hours a day running, but if you are not deliberately setting out to get better, you are staying in the same place. Deliberate practice means that you are setting out to go further and perform better, every time. Running five kilometres a day may keep you fit but running an extra few hundred metres each time will make you great.

7. PURPOSE

Purpose is similar to interest but is a little more complicated. While interest is how you feel about your pursuit, purpose is what you get out of it.

Angela Duckworth’s purpose is to help children worldwide live better and more fulfilling lives. You must aim outwards rather than inwards to make your purpose effective. A fulfilling purpose will be altruistic and put others first. Even still, it doesn’t have to be as selfless as directly helping other people. Your purpose could bring attention to the sport you love or elevate your beloved art form.



9 BIG IDEAS

8. GRIT PARENTING

Any parent reading Grit will wonder how to instill this virtue in their children. Duckworth has one major (and quite simple) method to help children develop grit; extracurricular activities. She has found children and young people who pursue an extracurricular activity for two years or more, be it ballet, sport, piano, or any adult-led activity, rate higher on the grit scale.

For her children, Duckworth has the ‘difficult thing’ rule. Her daughters are encouraged to pursue at least one difficult thing throughout a year. They can quit, but only after they have put in the right amount of work, not because it is getting hard. They can quit and try something new at the end of the term or after the recital but they must stick it out until then. In this way, she believes her daughters develop grit through practice and adult guidance outside of the school and home.

9. GRIT CULTURE

Grit doesn’t have to be purely personal. Just as you can teach grit to your children, you can bring it to your workplace. Cultures are much more than nationality or such broad strokes. Cultures come in all sizes and are most notable in many people's lives in workplace culture. If you are a team leader or an enterprising team member, it can help to instill a grit culture in your workplace. For leaders, it means setting a good example and ‘leading from the front’. By demonstrating grit yourself and establishing it explicitly as part of your workplace culture, you can help keep your business ahead.

**3 ACTION STEPS****1. PRACTICE AND INTEREST**

It takes effort and practice to succeed. More specifically, it takes practice that is designed to push you forward. The first action step in Grit is to find something that interests you and that you are passionate about and practice, practice, practice. It may take a few false starts to find the right fit but it is the only way to achieve at the highest level.

2. FIND YOUR PURPOSE

No matter how hard you practice and how deep your interest, you won't get anywhere without a true sense of purpose. A purpose can be as simple as 'elevating the art-form', but you must aim your purpose outwards. A satisfying purpose is always altruistic.

3. BUILD A GRIT CULTURE

Finally, you should share grit and build it from the outside in by creating and nurturing a gritty culture in your home or workplace. Lead by example and you can create a cultural shift. Fostering grit in your coworkers and family is key to helping everyone around you to reach their potential.

**1 KEY TAKEAWAY**

The key takeaway of Grit is that geniuses aren't born but made. And more importantly, geniuses make themselves. Without effort and perseverance, no amount of talent can guarantee success.

When comparing those with equal talent, skill, and backgrounds, ^{hard} grit is usually the deciding factor in success. If you want to become the best you can be, you must also build grit.

You can do this by practising hard and fostering a culture of perseverance. There is no success without effort. Put in and sustain your effort and you will be ahead of the pack.



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