



## Measuring Your Resilience (Grit) in Business Factsheet

### What is Grit?

Angela Lee Duckworth describes Grit as; *"passion and perseverance for very long-term goals. Grit is having stamina. Grit is sticking with your future, day in, day out, not just for the week, not just for the month, but for years, and working really hard to make that future a reality. Grit is living life like it's a marathon, not a sprint."*

To clarify this, we determine it as;

*"One's ability to solve problems and achieve results from within, and learn and grow."*

### How do we Calculate Grit?

Grit can be simplified into the following equation;

**Grit = Courage X Purpose X Perseverance**

Where;

**Courage** is the quality of a confident character not to be afraid or intimidated easily but without being incautious or inconsiderate. **X**

**Purpose** is an anticipated outcome that is intended or that guides your planned actions.

**X**

**Perseverance** is continuing in a course of action without regard to discouragement opposition or previous failure

Therefore, if any one of the above aspects of the Grit equation is Zero, then the amount of Grit is Zero too, meaning that all three parts of it must be evident for Grit to be the outcome.

## Why is Grit important?

Being more gritty will bring immediate benefits to our wellbeing, and will help us deal with the complex issues and challenges we face in life personally and as a society.

Also, as Apple Inc. (who are now the biggest company in the world) explain in the following quote, Grit and resilience is an extremely positive quality to have in helping you to progress and have a positive impact upon others and the world around us;

*“Here's to the crazy ones. The misfits. The rebels. The troublemakers.*

*The round pegs in the square holes. The ones who see things differently. They're not fond of rules. And they have no respect for the status quo.*

*You can quote them, disagree with them, glorify or vilify them. About the only thing you can't do is ignore them.*

*Because they change things. They push the human race forward.*

*And while some may see them as the crazy ones, we see genius. Because the people who are crazy enough to think they can change the world, are the ones who do.”*

## How do we Test Grit?

In order to test your level of Grit (i.e. Courage X Purpose X Perseverance) you can use the Grit Scale, which is a number of statements that you answer honestly, then score to determine your score out of five.

For each of the following questions you answer;

- Very much like me
- Mostly like me
- Somewhat like me
- Not much like me, or
- Not like me at all.

1. I have overcome setbacks to conquer an important challenge.
2. New ideas and projects sometimes distract me from previous ones.
3. My interests change from year to year.
4. Setbacks don't discourage me.
5. I have been obsessed with a certain idea or project for a short time but later lost interest.
6. I am a hard worker.
7. I often set a goal but later choose to pursue a different one.
8. I have difficulty maintaining my focus on projects that take more than a few months to complete.

9. I finish whatever I begin.
10. I have achieved a goal that took years of work.
11. I become interested in new pursuits every few months.
12. I am diligent.

To score your Grit Test the following criteria must be applied;

- For questions 1, 4, 6, 9, 10 and 12 assign the following points:
  - 5 = Very much like me
  - 4 = Mostly like me
  - 3 = Somewhat like me
  - 2 = Not much like me
  - 1 = Not like me at all
  
- For questions 2, 3, 5, 7, 8 and 11 assign the following points:
  - 1 = Very much like me
  - 2 = Mostly like me
  - 3 = Somewhat like me
  - 4 = Not much like me
  - 5 = Not like me at all

Add up all the points and divide by 12, which will give you your unique Grit Score (where the maximum on the scale is 5 (extremely gritty), and the lowest on the scale is 1 (not at all gritty)).

### **How do we Improve our Grit?**

Once you have tested your Grit, you can then work on improving your score using the following steps;

1. Develop your Skills
2. Overcome Challenges
3. Apply Effort
4. Listen to Feedback
5. Use Setbacks
6. Replace unhelpful exaggerated negative thoughts with realistic ones
7. Masterful Action Plan – Set goals, and monitor and adjust progress