



Why GRIT is Critical to Outstanding Achievement and Perseverance

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- High achieving people consistently choose to develop and work towards pre-determined goals despite challenges.
- Effort allows us to build a skill and the consistency of this effort defines grit. Effort is exemplified in people who are strivers, where they continually work to improve their skill and simultaneously make use of their skill.
- Time spent on development of a skill greatly outweighs time spent on talent alone.
- Grit requires that we define an ultimate top-level goal and work to achieve this goal over our lifetimes.
- Small, achievable, daily goals should be incorporated into this larger vision in order to sustain motivation.
- Grittier people enjoy the hard work involved in deliberate practice and this allows them to achieve a state of flow when completing challenging tasks.
- Grit is changeable and requires input from both our genetics and environment.
- Growth mindset encompasses the belief that the ability to learn is not fixed, but is effort dependent.
- Growth mindset leads to optimistic self-talk which ultimately allows for perseverance over adversity.
- Achievement is the end result of a developed skill being put to good use and that grit is the key component to this success.

4 Elements of Grit

Interest	Practice	Purpose	Hope
<ul style="list-style-type: none"> • Enjoy what you do! • People perform better when they do what interests them • People are more satisfied with their jobs when it fits their personal interests 	<ul style="list-style-type: none"> • Consistent drive towards mastery • Experts practice differently- they do it again, and again, and again, until they have mastered their practice 	<ul style="list-style-type: none"> • What you do matters • The motivation to serve others often heightens after the development of interest and years of disciplined practice 	<ul style="list-style-type: none"> • Keep going, even when tough • Mastery or experience is required to convert hopelessness into hope

References:

1. Duckworth, Angela. *Grit: the Power of Passion and Perseverance*. Ebury Publishing, 2016.
2. Dweck, C. S. *Mindset: The new psychology of success*. New York: Random House. 2006.