GRIT

What is grit?

"The tendency to sustain interest in and effort toward very long term goals. ... Grit equips individuals to pursue especially challenging aims over years and even decades." “perseverance” Angela Duckworth

What do we know about GRITTY people?

People with grit:
- Have long term goals
- Possess the self-regulation for sustained and deliberate practice
- Have a Growth Mindset (Dweck)
- Are optimists (i.e. those who tended to attribute good events to global and stable causes and bad events to temporary and specific causes)
- Are more successful in achieving their goals, even when less ‘naturally’ talented

How can we cultivate (or nourish) GRIT in our students? It’s complicated!

Do our students “start with a dream” they can define as a goal?
Do they know WHAT and HOW to practice (study-learn) at the college level?
Do they believe that intelligence is fixed or malleable (mindset)?

<table>
<thead>
<tr>
<th>How?</th>
<th>Who? (not all inclusive)</th>
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<tbody>
<tr>
<td>Facilitate SMART long term goal setting</td>
<td>Advisors, FYE faculty, Mentors, Coaches</td>
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<tr>
<td>Monitor students’ progress toward goals</td>
<td>Advisors, Coaches, Early Alert participants</td>
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<td>Identify barriers and make support readily available, timely and easily accessible</td>
<td>Campus wide</td>
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<td>Teach and reinforce growth mindset</td>
<td>FYE faculty and faculty in the majors</td>
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<td>Recognize sustained effort and when the issue is SKILL not WILL! Develop the skills!</td>
<td>Faculty, the Writing Center, The Learning Center, other academic support centers</td>
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How gritty are you?

To take a Grit Scale, go to: https://sites.sas.upenn.edu/duckworth/pages/research

Compared to most people in the world---- this statement is-----

Very much like me; Mostly like me; Somewhat like me; Not much like me; Not like me at all.

Items in the Short Grit Scale:
1) New ideas and projects sometimes distract me from previous ones.*
2) Setbacks don’t discourage me. ^
3) I have been obsessed with a certain idea or project for a short time but later lost interest.*
4) I am a hard worker. ^
5) I often set a goal but later choose to pursue a different one.*
6) I have difficulty maintaining my focus on projects that take more than a few months to complete.*
7) I finish whatever I begin. ^
8) I am diligent. ^

^ scores: 5—very much like me—1—not at all like me
* scores: 5—not at all like me—1=very much like me
Add up your score and divide by 8. 5=extremely gritty and 1—not at all gritty