

GRIT

The Power of Passion and Perseverance

By Angela Duckworth

1. Perseverance, not talent, gets one to the top.
 - Talent is overrated.
 - What you need is grit and determination.
 - Hard work is crucial.
2. Even though we like to say that hard work is the key to success, we have a natural-talent bias.
 - Studies show that practice and hard work, grit, is the key to success. In all walks of life.
 - Unfortunately, we think talent trumps hard work. Incorrect.
3. Effort is twice as valuable as talent, something people with an initial lack of talent often discover.
 - Effort leads to skill and results, which makes effort twice as important as talent.
TALENT x EFFORT = SKILL
 - But when it comes to getting results, you have to put that skill back into the equation.
SKILL x EFFORT = ACHIEVEMENT
4. By creating and sticking to low-level goals, you can realize long-term goals and keep your dreams alive.
 - Set and accomplish low-level goals are crucial to reaching your high-level goals.
 - Ex: Becoming a doctor is a high-level goal. Enrolling, taking classes, and studying hard are the low-level goals. (and even smaller like getting to class on time and studying every day)
 - Without the low-level goals, the high-level goals will remain out of reach. However, the high-level goals provide the inspiration and motivation and meaning for walking out the important low-level goals in everyday life.
5. It is important to choose work that interests you, but don't let unrealistic expectations get in the way.
 - 2/3 of people (US workers) feel unmotivated by their job (gallup poll). (boring)
 - Only 13% of workers feel engaged with their work.
 - No matter how much "grit" you have it is beneficial to do something that interests you.
 - Studies have shown that people are at their happiest when their work intersects with their personal interests.
 - Danger and impracticality of unrealistic expectations. Get going and stay with it.
6. Be smart about how you practice and avoid getting stuck on autopilot.
 - Intelligent practice is vital. Working hard at the right things is crucial.
 - Key is deliberate practice. (eg, doctors, athletes)
7. Finding purpose in your work is a great motivator, but finding your true calling can take time.
 - Not getting around the fact that we all have to do things we don't like.
 - The best way to get motivated is to find the purpose in what you are doing.
 - How does my work contribute to the well-being of others, is key. Calling. Purpose.
8. Teachers and parents can help ensure future success by rewarding hard work more than natural talent.
 - Kids need to be rewarded for hard work. Not just talent. Typically undone.
 - Remind children that skill can be achieved by hard work.
 - Teach that grit and determination bring rewards.
 - Sadly, all too common for parents to think that bad grades means a lack of intelligence rather than a lack of effort.
 - Must challenge kids to work harder and give them hope they can get better.
9. Grit is a valued characteristic in some cultures and successful businesses.

- Finland cited as great proponents of grit. (due to culture, history)
- Grit can be learned and instilled.

Final Summary:

With determination and resolve you can work through the tough times and persevere to your goals. Give yourself a challenge and practice your grit.