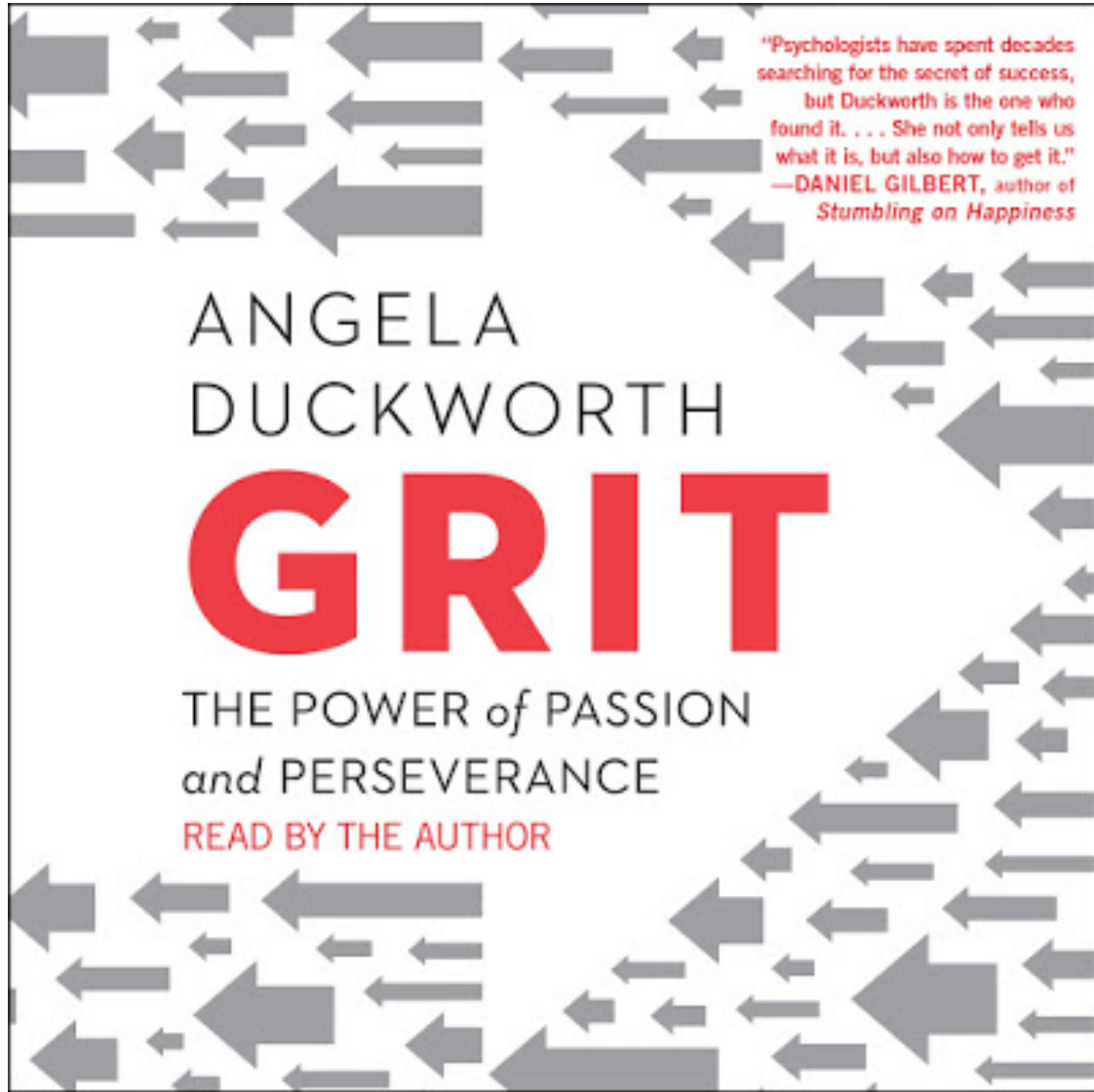


Nellie Springston, M.Ed.





Passion + Perseverance toward long-term goals

# GRIT Scale

<http://angeladuckworth.com/grit-scale/>

Add up all the numbers and divide by 10  
5 = extremely gritty. 1 = not gritty at all.

Passion add up odd numbers and divide by 5

Perseverance add up the even numbers and divide by 5

# Defining Your Passion



Intense Emotions

Infatuation or obsession

**Consistency over time**

**How steadily you hold  
your goals over time**

# Defining Your Passion



A life philosophy

A mission statement for  
your life

A “Northstar” that is clear  
& unwavering

# Defining Your Passion



“To do things better than they’ve ever been done before.”

-Pete Carroll, Coach of the Seattle Seahawks

“Use Psychological Science to Help Kids Thrive”

-Angela Duckworth

“Use research-based approaches to help parents & educators create safe spaces for children to foster calm minds in order to learn and flourish.”

- Me

# Defining Your Passion



What do I like to think about?

Where does my mind wander?

What do I really care about?

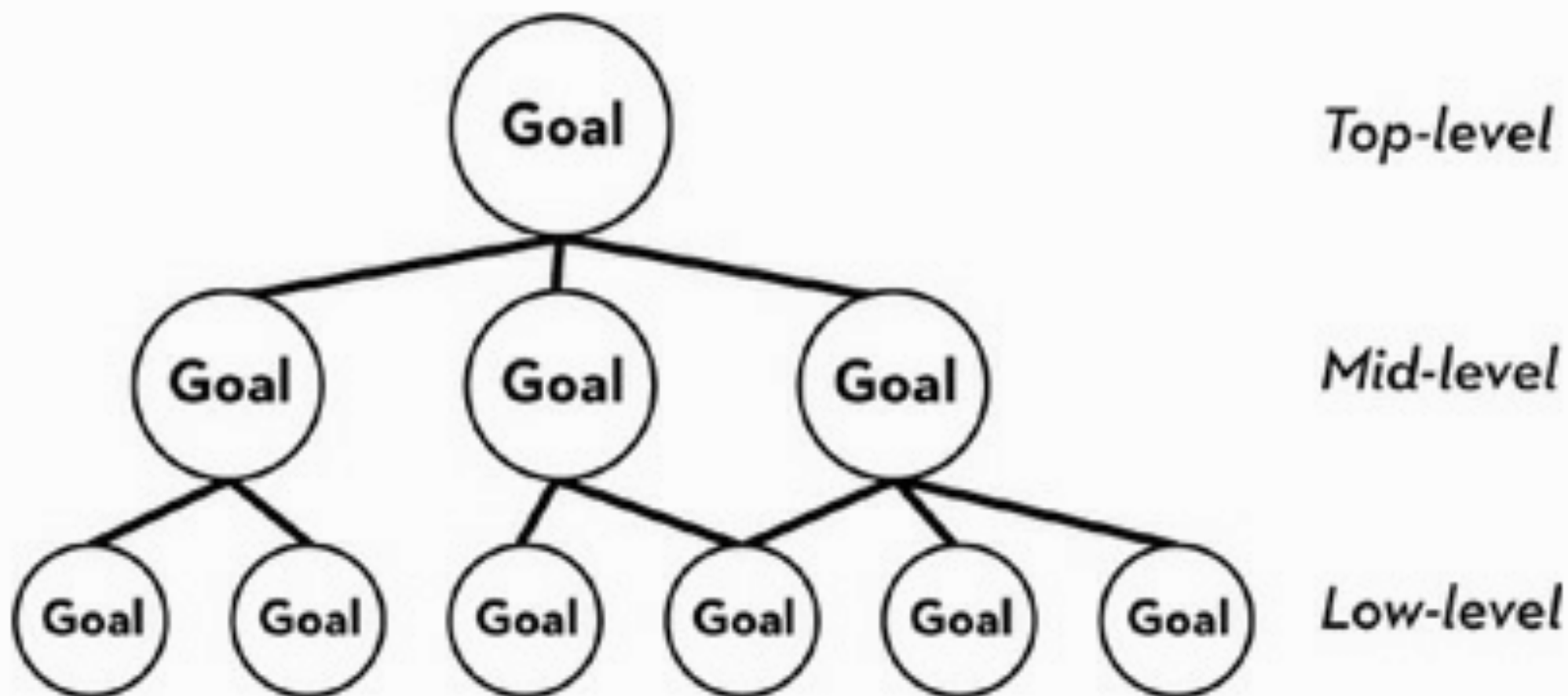
What matters most to me?

How do I enjoy spending my time?

What keeps you up at night?

And, what do I find absolutely unbearable?





# Positive Fantasizing

**Mid-level goals that don't correspond with the top-level goal**

**Competing goal hierarchies that are not in any way connect with each other**

“Use Psychological  
Science to Help Kids  
Thrive”

“Being the best  
mother I can be to  
my two daughters”

Professional

Motherhood

Create  
Community

# Warren Buffett's three-step process for prioritizing

Write down a list of 20-25 career goals

Do some soul-searching & circle the five highest priority goals

Look at the twenty goals you didn't circle...

Avoid these AT ALL COST!

To what extent do these goals serve a common purpose?

# How to Grow Your Grit



Interest: Intrinsically enjoying what you're doing

Practice: A daily discipline of trying to do things better than the day before, four hours a day, week after month after year

Purpose: A sense that your work matters

\*Interest without purpose is hard to sustain for a life-time

Hope: Keep going when it gets difficult. If we stay down, grit loses. If we get up, it prevails

# Growing Grit from the Inside: Interest

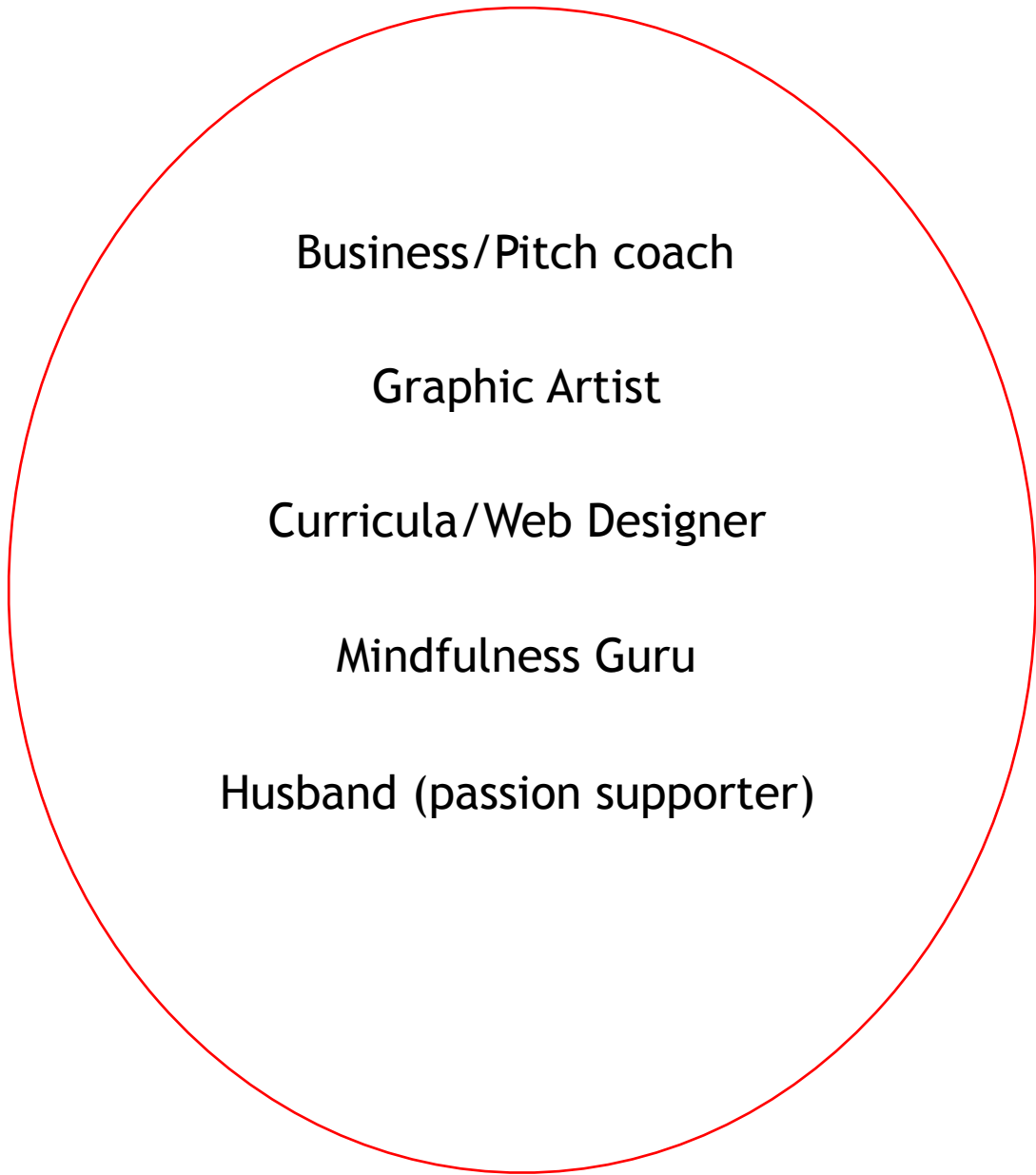


A little bit of *discovery*, followed by a lot of *development*, then a lifetime of *deepening*

Childhood is *generally* far too early to know what a life-long interest will be

Interest are not discovered through introspection, but discovered through interested triggered with the outside world

Interest thrives when there is a crew of encouraging supporters for ongoing stimulation and positive feedback



What qualifications do you have to do this?

I've never thought of you as an entrepreneur

You're not a business owner

Do you even know how to do that?

Why would you ever want to leave your job?

That's never been done before

Wait, what are you doing?

# Growing Grit from the Inside: Interest



Interests must be triggered again and again

Find people and ways to make that happen



# Growing Grit from the Inside: Practice

## Deliberate practice vs. flow



Deliberate practice is carefully planned, flow is spontaneous

Deliberate practice requires working where challenges exceed skill, and flow is most commonly experienced when challenge and skill are in balance

Gritty people do much more deliberate practice, and experience much more flow

Deliberate practice is a behavior, flow is an experience

# Growing Grit from the Inside: Purpose

Interest is one source of passion

Purpose- the intention to contribute to the well-being of others- is another

The mature passions of gritty people depend on both

Reflecting on how the work you're already doing can make a positive contribution to society

Job crafting: Thinking about how, in small but meaningful ways, you can change your current work to enhance its connection to your core values

Finding inspiration in a purposeful role model



# Growing Grit from the Inside: Hope

The expectation that tomorrow will be better than today

*I resolve to make tomorrow better than today*



Intellect and Ability are not fixed traits

Those with a Fixed Mindset look at setbacks as permanent & pervasive

Those with a Growth Mindset look at setbacks as temporary & specific



Growth  
Mindset



Optimistic  
self-talk



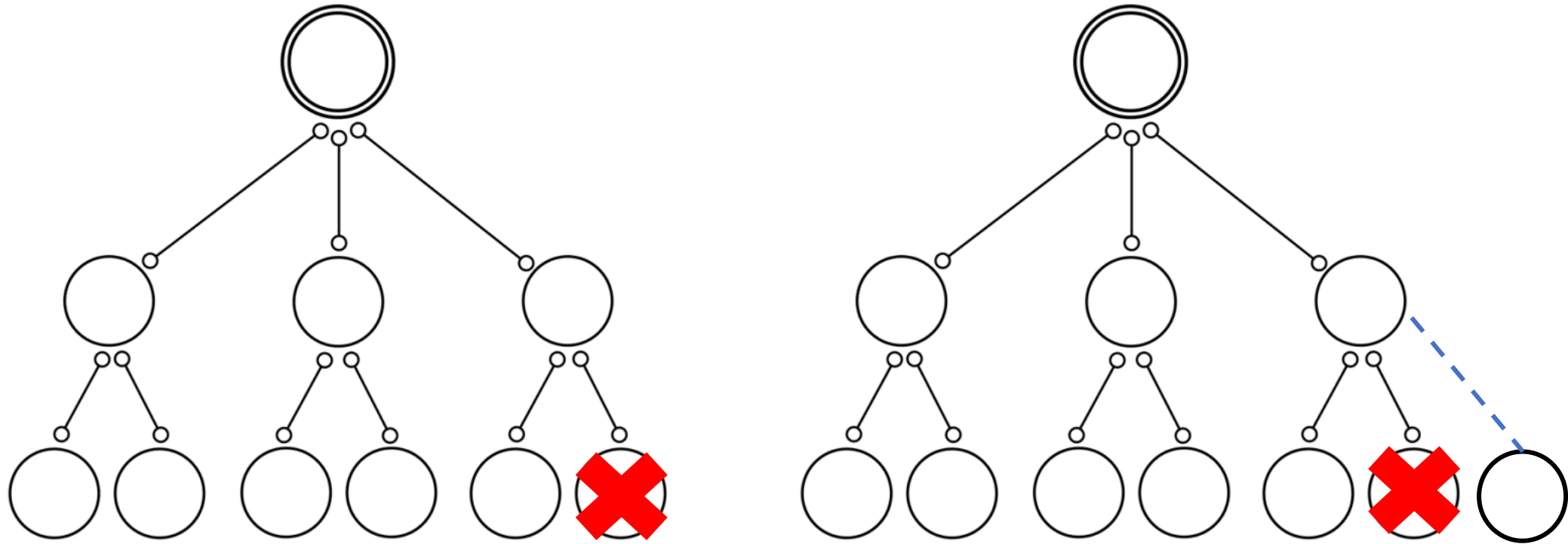
Perseverance  
Over Adversity

Update your beliefs  
about intelligence  
and talent

Practice Optimistic  
Self-talk

Ask for a helping  
hand

If at first you don't succeed, try, try again



... try, try again, then try something different



You don't have the qualifications for this ... **yet**

I've never thought of you as an entrepreneur ... **yet**

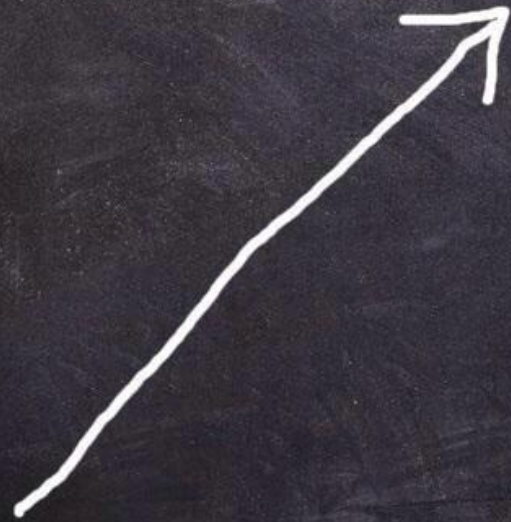
You're not a business owner ... **yet**

You don't know how to do that ... **yet**

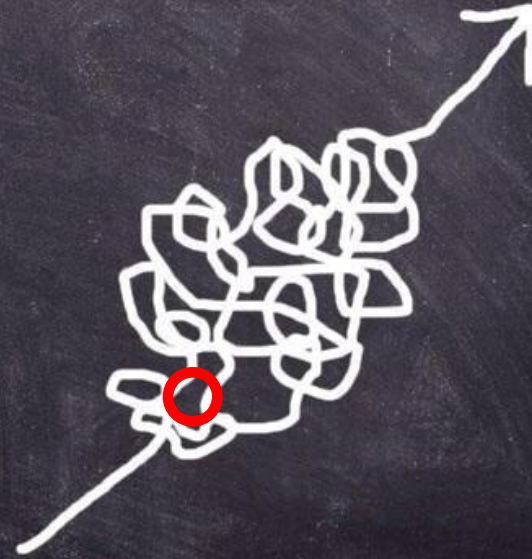
That's never been done before ... **yet**



What People Think  
Success Looks Like:



What Success Really  
Looks Like:





**GRIT.**