GRIT 2.0: Building Resilience to Increase Personal & Professional Success

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This handout contains extremely boring material that some of you may find interesting. What is wrong with you?

DO NOT drink alcoholic beverages or ingest hallucinogens before reading this paper. They may create a false sense of value in the content.

Keep away from ferrets, weasels, alligators, and monsters.

BEST when read before APR 14 2018

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GRIT

Resilience
Growth Mindset
Humor

“Perserverance and passion for long-term goals... working strenuously toward challenges, maintaining effort and interest over years despite failure, adversity, and plateaus in progress”

GRIT SCALE

1. Perserverance of Effort (Items 2, 4, 7, 8)
2. Consistency of Interest (Items 1, 3, 5, 6)

CONSISTENCY OF INTEREST

“Basically I have the best job in the world because I fall in love for a living. I write musicals, and musicals take a long time to write. So when you have an idea, you really have to fall in love with it.”
Lin-Manuel Miranda

LONG-TERM/LIFE SUCCESS

“Success consists of going from failure to failure without loss of enthusiasm.”
Winston Churchill
SUCCESS
(high level of performance/achievement)

OBSTACLES TO SUCCESS:
(stressors)
difficulties/challenges
disappointments
setbacks
adversity
life-changing events
rejections
failures

GRIT

PROFESSIONAL ADVERSITY:

Financial loss
Demotion
Job Loss
Business loss
Rejection by colleagues
Sexual harassment/assault
Failure

PERSONAL ADVERSITY:

Marital friction
Child care
Daily commuting
Physical health
Health of spouse/partner/child
Finances
Care of an elderly parent
Care of live-in adult children
Managing household responsibilities
Being part of a dual career couple

GRIT 2.0
Research 2007–present

RESEARCH SAMPLES:

➢ U.S. Military Academy cadets
➢ Army Special Operations Forces (ARSOF)
➢ Employees in a variety of occupations
➢ Novice classroom teachers
➢ High school students
➢ At-risk high school students
➢ National Spelling Bee finalists

➢ College undergraduates
➢ Pharmacy students
➢ Nursing students
➢ Medical students
➢ Surgical residents
➢ Practicing physicians
➢ Police detectives
➢ Athletes
➢ Married men
Measures of Success:
1. higher levels of education, graduation, & academic performance
2. higher levels of job performance & retention
3. higher levels of engagement in work
4. fewer career changes
5. lower levels of burnout, depression, & suicide
6. lower levels of substance abuse & delinquent behaviors

Research Conclusions on Grit:
1. isn’t related to intelligence \( (r = .02–.20) \)
2. is strongly related to conscientiousness \( (r = .77–.86) \) among the “Big 5 personality traits” (openness to experience, extraversion, agreeableness, neuroticism)
3. Perseverance is weakly to moderately related to various measures of success (.5%–4.8% of variance beyond Big 5)

NONCOGNITIVE SECRETS TO SUCCESS:
• sustained, relentless, unwavering commitment
• work strenuously over time
• maintain effort and interest
• sticktoitiveness
• dogged perseverance
• resilience
• conscientiousness
• willingness to put in great amounts of time and effort
• humor to deal with adversity

HOW DO YOU GROW GRIT?
1. Pinpoint your purpose
   (“My work is important to me & others.”)
2. Identify your interests, your passion
   (“I love what I do.”)
3. Practice to get better & better
   (“Whatever it takes; I want to improve.”)
4. Adopt a growth mindset
   (“I can overcome adversity.”)

WHY you do what you do is more important that WHAT you do
That answer can determine your level of grit

1950s TIMEX watch commercial
John Cameron Swayze

“Takes a licking & keeps on ticking”
“It’s not how hard you can hit
It’s how hard you can get hit and keep moving forward
How much you can take and keep moving forward
That’s how winning is done.”
Rocky Balboa

RESILIENCE
(Sandberg & Grant, 2017)

“The strength & speed of our response to adversity”

PERSONAL TRAGEDIES
(seismic event or emotional tsunami):
- Serious Injury
- Chronic or Terminal Illness
- Divorce
- Financial loss
- Loss of a loved one
- Loss of home
- Domestic abuse/violence
- Sexual harassment/assault
- Addiction
- Rape

Examples:
- Victims, family, & friends
- Hurricanes
- Fires
- Earthquakes
- School mass shootings
- Street shootings

Bouncing forward
Application:
- Professional life
- Personal life
- Your children
- Your business/organization

Growth Mindset vs Fixed Mindset (Dweck, 2016)

RESPONSES TO ADVERSITY:
1. Improve & add to your abilities
2. Learn from mistakes, failures, & pain
3. Learn from criticism & constructive feedback

HUMOR

HUMOR OPTIONS THROUGHOUT THE DAY:
- Joking & banter
- Self-effacing, self-deprecating humor
- Humorous stories
- Popular images & written humor in texts, email, & social media posts (send jokes & humorous images to colleagues, friends, & relatives)
FINALE

Long-term Success

GRIT

BOTTOM LINE

Putting It on the Line

Commitment
Preparation
Performance
Sacrifices

FINAL THOUGHTS:
Leverage & increase your grit in all that you do:
To add a dimension to your life beyond your current abilities which increases your potential for long-term success
COPING HUMOR SCALE (CHS)

Directions: The purpose of this scale is to measure the degree to which you use humor to cope with stressful situations. Indicate the extent to which you agree or disagree with the following 7 statements. Circle your responses using these choices:

- **SD** = Strongly Disagree
- **MD** = Mildly Disagree
- **MA** = Mildly Agree
- **SA** = Strongly Agree

1. I often lose my sense of humor when I’m having problems.
   - **SD** = (3)
   - **MD** = (2)
   - **MA** = (1)
   - **SA** = (0)

2. I have often found that my problems have been greatly reduced when I tried to find something funny in them.
   - **SD** = (0)
   - **MD** = (1)
   - **MA** = (2)
   - **SA** = (3)

3. I usually look for something comical to say when I am in tense situations.
   - **SD** = (0)
   - **MD** = (1)
   - **MA** = (2)
   - **SA** = (3)

4. I must admit my life would probably be easier if I had more of a sense of humor.
   - **SD** = (3)
   - **MD** = (2)
   - **MA** = (1)
   - **SA** = (0)

5. I have often felt that if I am in a situation where I have to either cry or laugh, it’s better to laugh.
   - **SD** = (0)
   - **MD** = (1)
   - **MA** = (2)
   - **SA** = (3)

6. I usually find something to laugh or joke about even in trying situations.
   - **SD** = (0)
   - **MD** = (1)
   - **MA** = (2)
   - **SA** = (3)

7. It has been my experience that humor is often a very effective way of coping with problems.
   - **SD** = (0)
   - **MD** = (1)
   - **MA** = (2)
   - **SA** = (3)

TOTAL SCORE: _________

Scoring: Add the numbers under your responses to the 7 items. The score range is 0–21. Scores 14 and higher indicate you

- are less adversely affected by stressful life events
- show a greater ability to cope more effectively with various stressors
- do not take yourself too seriously

(Norm sample: Mean = 13, SD = 3.5; coefficient alpha = .60 −.70)

Sources:


**SHORT GRIT SCALE**

*Directions:* Here are a number of statements that may or may not apply to you. Please circle your answers to these 8 statements. For the most accurate score, when responding, think of how you compare to most people -- not just the people you know well, but most people in the world. There are no right or wrong answers, so just answer honestly!

1. **New ideas and projects sometimes distract me from previous ones.**
   - Very much like me (0)
   - Mostly like me (1)
   - Somewhat like me (2)
   - Not much like me (3)
   - Not like me at all (4)

2. **Setbacks don’t discourage me.**
   - Very much like me (4)
   - Mostly like me (3)
   - Somewhat like me (2)
   - Not much like me (1)
   - Not like me at all (0)

3. **I have been obsessed with a certain idea or project for a short time but later lost interest.**
   - Very much like me (0)
   - Mostly like me (1)
   - Somewhat like me (2)
   - Not much like me (3)
   - Not like me at all (4)

4. **I am a hard worker.**
   - Very much like me (4)
   - Mostly like me (3)
   - Somewhat like me (2)
   - Not much like me (1)
   - Not like me at all (0)

5. **I often set a goal but later choose to pursue a different one.**
   - Very much like me (0)
   - Mostly like me (1)
   - Somewhat like me (2)
   - Not much like me (3)
   - Not like me at all (4)

6. **I have difficulty maintaining my focus on projects that take more than a few months to complete.**
   - Very much like me (0)
   - Mostly like me (1)
   - Somewhat like me (2)
   - Not much like me (3)
   - Not like me at all (4)

7. **I finish whatever I begin.**
   - Very much like me (4)
   - Mostly like me (3)
   - Somewhat like me (2)
   - Not much like me (1)
   - Not like me at all (0)

8. **I am diligent.**
   - Very much like me (4)
   - Mostly like me (3)
   - Somewhat like me (2)
   - Not much like me (1)
   - Not like me at all (0)
Scoring: Add your score for each item in ( ). The total score range for all 8 items is 0 (not at all gritty) – 32 (extremely gritty).

Grit Scale Citation


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