



# GRIT GROWS

## Buzz-Killers

"The effort isn't worth it."

"I'm bored."

"I can't do this, so I might as well give up."

"This isn't important to me."

From Angela Duckworth's book Grit, research reveals the psychological assets that mature paragons of grit have in common. There are four. They counter each of the buzz-killers listed above, and they tend to develop, over the years, in a particular order.

1. First comes **INTEREST**. Passion begins with intrinsically enjoying what you do. Every gritty person can point to aspects of their work they enjoy less than others. Nevertheless, they're captivated by the endeavor as a whole and they find it meaningful. With enduring fascination and childlike curiosity, they practically shout out, "I love what I do!"
2. Next comes the capacity to **PRACTICE**. One form of perseverance is the daily discipline of trying to do things better than we did yesterday. To be gritty is to resist complacency.
3. Third is **PURPOSE**. What ripens passion is the conviction that your work matters. For most people, interest without purpose is nearly impossible to sustain for a lifetime. It is therefore imperative that you identify your work as both personally interesting and, at the same time, integrally connected to the well-being of others.
4. And, finally, **HOPE**. Hope is a rising-to-the-occasion kind of perseverance. Hope does not define the last state of grit. It defines every stage. From the very beginning to the very end, it is inestimably important to learn to keep going even when things are difficult, even when we have doubts. At various points, in big ways and small, we get knocked down. If we stay down, grit

*"Grit is about working on something you care about so much that you're willing to stay loyal to it. It's doing what you love, but not just falling in love — staying in love." - Angela Duckworth*