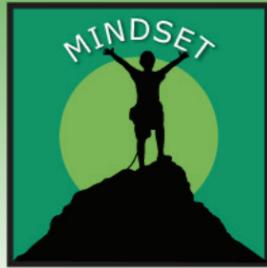


GRIT and the GRIT™ Gauge



These mindset components define a rich schema of qualities, strategies, and behaviors. This construct enables students, faculty, and entire institutions to absorb and communicate the principles of GRIT in ways that accelerate GRIT's positive impact.

Students who complete the GRIT Gauge will have the opportunity to:

- **Learn the meaning and value of GRIT** in their lives
- **Receive a personalized profile** detailing their current levels of GRIT across the full range of GRIT-based traits and behaviors
- **Engage in a series of exercises and strategies** that will allow them to increase both the quantity and the quality of GRIT
- **Develop specific skills, strategies, and behaviors** that will enable them to reach their goals for school, career, and life.

For more information on these GRIT™ Solutions email Paul.Smith1@pearson.com



GRIT and the GRIT™ Gauge

GRIT is the capacity to dig deep and do whatever it takes—even sacrifice, struggle and suffer—to achieve your most worthy goals in the best ways.

What are mindset and grit?

Psychologists and educators have long examined learners' characteristics to determine which ones will specifically help them persist in their pursuit of academic, career, and life goals. Many scholars have offered valuable ideas about how individuals develop the habits and behaviors to help them stay on track—even when facing daunting challenges—and acquire needed skills and knowledge to achieve goals.

Dr. Carol S. Dweck of Stanford University has developed the notion of "Growth vs. Fixed Mindsets," whereby students recognize that their capabilities are not "fixed," but can grow through effort and practice. Building on Dweck's insights, and in parallel with Dr. Paul G. Stoltz's GRIT-related work in the business and government sectors, Dr. Angela Lee Duckworth of the University of Pennsylvania posited "grit," which she defines as the "*disposition of perseverance and passion toward long term goals,*" a key element in student success.



Why is growth mindset so important?

Studies have shown that students with a growth (vs. “fixed”) mindset tend to be more successful. Specifically, they are more likely to take on greater challenges, to persist longer in pursuit of their goals, and to feel they are able to expend the required effort and implement the necessary strategies to achieve success. In an era when too many students drop out of college or fail to achieve their academic and career goals, the right mindset is essential. A growth mindset is what empowers students to apply the content knowledge and skills they acquire and make full use of the resources available to them to take ownership of their lives and career paths.

How can you assess and build your GRIT™?

Developed by Paul G. Stoltz, Ph.D., Founder and CEO of PEAK Learning, Inc., the GRIT Gauge™ has emerged as the most comprehensive instrument for assessing GRIT. It demonstrates strong correlation of GRIT to several key success factors for individuals, including: goal magnitude, goal completion, employability, income, effort, and a propensity to improve one’s station in life.

Based on wide-ranging research conducted over three decades with corporations and organizations in 63 countries, the GRIT Gauge is the only current assessment tool that measures both the quality and the quantity of one’s GRIT across four validated dimensions: Growth, Resilience, Instinct, and Tenacity. This research indicates that the facets of GRIT are measurable and can be improved. Stoltz has subsequently developed an array of field-tested methods and tools for “growing” GRIT, offering students and educators a set of well-defined, simple exercises and personalized strategies that equip them to increase both the quantity and quality of students’ GRIT.



Quantitative

- **Growth (mindset):** a propensity to seek and consider new ideas, alternatives, approaches, and fresh perspectives. This component not only encourages individuals to be open-minded and curious; it also fosters a spirit of exploration and a willingness to simply “do more,” to devote the extra time and energy it takes to stretch oneself, even in situations of adversity or significant challenge.
- **Resilience:** the capacity to not only bounce back from adversity or failure but also to deal with adversity constructively, turning an unsuccessful experience into “fuel” for increasing one’s effort in the next attempt. Resilience enables individuals to endure setbacks, to try again harder, and to keep seeking solutions. It develops the mindset that taking risks, facing adversity, or tackling anything difficult is more meaningful, more intrinsically motivating, and ultimately more rewarding than simply performing the minimum amount of work or taking on only what is easy in life or school.
- **Instinct:** the innate desire to pursue the most worthy goals in the smartest ways. This component reveals one’s capacity to harness past experiences and information gathered from others, to think critically, and to solve problems strategically. It encourages creativity, agility, and practicality in working toward goals.
- **Tenacity:** persistence toward the goal, in spite of difficulty or discomfort. This component also involves the ability to delay gratification, to repeatedly marshal focused energy and effort, and to willingly exhibit passionate personal commitment to a goal.

Qualitative

- **Smart GRIT (aka “Effective” GRIT):** the ability to reassess and reroute as needed to accomplish one’s goals in the face of adverse, uncertain, or dynamic conditions. Smart GRIT requires and fosters critical thinking, self-reflection, and creative problem-solving in pursuit of a goal. This component allows individuals to recognize that sometimes continued pursuit of a goal, especially in the same, repetitive manner, may not work. It is important that individuals continually assess their effort level and the effectiveness of their chosen methods to move forward in the way that will most likely bring success.
- **Good GRIT:** the awareness of others and the discipline of pursuing one’s goals in ways that can be beneficial to both one’s self and others. This component brings dimensions of social responsibility and altruism to the pursuit of goals to avoid possibly hurting or disregarding others. It is especially valuable in collaborative situations where individuals must adapt or align their needs and preferences with those of the larger group.
- **Robust GRIT:** the capacity to remain strong, energized, and effective over an extended period of time. Robustness is based on the premise that GRIT is a “finite resource” and must be preserved, channeled, and nourished so it is available when it is most needed to realize a particular goal. Robust GRIT encourages students to consider strategies that optimize work-life balance, long-term stamina, and well-being while simultaneously supporting progress on important and difficult projects.

