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In Grit, Angela Duckworth, a psychology professor at the University of Pennsylvania, examines a quality that is related to consistently working hard towards a goal--a quality that combines passion and perseverance that she refers to as "grit." She examines why some people are able to succeed in impossibly hard situations, such as the grueling seven-
week summer training called the Beast that West Point cadets are subjected to. Duckworth finds that traditional predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or SAT scores or physical fitness are not highly predictors of success, such as high grades or scores or physical fitness are not highly predictors of success.
predicts success in a number of other fields, including who makes it to the finals of the National Spelling Bee. In the first part of the book, Duckworth defines grit as a combination of passion and perseverance and shows, using an equation, that effort is counted twice in calculating one's grit. She also discusses the pitfalls of believing that talent alone
can help people achieve success, and she shows a version of the Grit Scale that she has developed to measure people's grit. The reader is able to use the scale to measure his or her own grit, and the author also shows how grit is related to having overarching, long-term goals that people develop over time. In the second section of the book, Duckworth
breaks down four components of gritty people, including interest, practice, purpose, and hope. She discusses each aspect in detail, and develops the idea of deliberate practice to cultivate grit. "Deliberate practice to cultivate grit. "Deliberate practice to cultivate grit."
performance. This practice requires people to be open to negative feedback. She shows that through the process of "job crafting," (166) people can make their jobs more purposeful, and she examines the importance of having a "growth mindset" (180) and being open to the idea that they can change. In the third section of the book, Duckworth
examines how people can develop grit from the inside out or the outside in. To develop grit, children, she feels, should immerse themselves in structured extracurricular activities in which they receive constant feedback. People can also develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the inside out or the outside in. To develop grit from the outside in. To develop grit from the inside out or the outside in. To develop grit from the outsid
leaves her readers with the idea that grittier people are happier people are happier people are happier people find a larger purpose that makes them more fulfilled and more connected to others at the same time. Chapter 1: Showing Up Overview of West Point Admissions The admissions process for the United States Military Academy at West
Point is highly selective, requiring top standardized test scores, exceptional high school performance, and a rigorous application process, including securing a nomination from a government official. While over 14,000 applicants vie for acceptance each year, only about 1,200 are admitted, many of whom are varsity athletes and team leaders.
Challenges of Beast Barracks Despite their qualifications, one in five cadets drop out before graduation, with many leaving during Beast Barracks, a seven-week training program that serves as a grueling introduction to military life at West Point. This period is characterized by physical and emotional challenges designed to transition cadets from
civilians to soldiers. Daily Life at Beast Barracks A typical day for cadets at Beast includes early wake-ups, extensive physical training, and non-stop classes and activities without weekends or breaks. The demanding schedule tests the cadets at Beast includes early wake-ups, extensive physical training, and non-stop classes and activities without weekends or breaks. The demanding schedule tests the cadets at Beast includes early wake-ups, extensive physical training, and non-stop classes and activities without weekends or breaks.
retention have been ongoing since the mid-20th century. Early psychological assessments failed to reliably determine which cadets would succeed, and recent insights indicate that the admissions process's Whole Candidate Score does not accurately predict a cadet's grit or determination. The Significance of Grit Through discussions with military
psychologists, it becomes evident that success is less about innate talent and more about perseverance and a "never give up" attitude. Interviews with accomplished individuals across various fields highlight that resilience and passion for their objectives are critical to long-term success, coining the term "grit" to encapsulate this combination.
Developing the Grit Scale To quantify grit, the author created a Grit Scale, measuring levels of perseverance and passion for long-term goals. Initial studies using the Grit Scale with West Point cadets revealed that grit was a reliable predictor of who would make it through Beast, independent of their Whole Candidate Scores. Grit Across Different
Domains Subsequent research extended the concept of grit beyond West Point, finding that in challenging environments like sales and education, grit was a consistent predictor of persistence and success. Studies with practitioners, students, and aspiring Green Berets confirm that grit matters significantly beyond talent and experience. Grit and
Academic Performance Analyzing the performance of Scripps National Spelling Bee competitors demonstrated that grittier children engaged more in practice and had better outcomes, regardless of verbal intelligence. This reinforced the idea that potential is distinct from actual achievement, highlighting that perseverance is crucial for realizing one's
capabilities. Conclusion Throughout the chapter, the significance of grit emerges as a key factor in success across various challenging contexts, reinforcing the notion that determination and passion often outweigh sheer talent in achieving excellence. Example Key Point: The importance of resilience and determination in achieving
success. Example: Imagine standing at the base of a daunting mountain, feeling every muscle in your body ache after a long hike. You look up at the peak shrouded in clouds, seemingly unattainable. Yet, you remember the stories of those who summited before you—not because they were the strongest, but because they refused to give up. Each weary
step you take represents a decision to show up, to push through discomfort, and to settle for nothing less than reaching your grit—your unwavering commitment to stay the course even when the obstacles seem insurmountable. Part I: What Gris is and
Why it Matters Chapter 1: Showing Up Angela Duckworth begins Grit with a quick overview of the psychology of the highly successful people: Have huge perseverance Never feel like they're good enough, but are satisfied being unsatisfied Love the chase as much as the capture Have an enduring passion for carrying
them through boring and painful times They know what they want: they have both determination and direction And it's that mix of passion and perseverance Grit Matters Most Angela Duckworth studied the challenging Westpoint induction training. She wanted to see what
differentiated those who made it through from those who dropped out. And she found out that Grit was an astoundingly reliable predictor of who made it and who quit. She ran the same study with sales representatives, a profession with a notoriously high turnover rate. And again Grit was a huge predictor of who stayed and who quit. Grit mattered
more than any other personal trait. Grit was of course not the sole predictor of endurance. In sales, for example, previous experience mattered; in school, a supportive teacher helped students make it through; and for the military, the physical fitness at the start of the training also made a difference. But Grit was important to all of them and mattered
even when the other predictors were absent. Our potential is one thing. What we do with it is quite another Chapter 2: Distracted by Talent Angela Duckworth says that in spite of the USA being a country where most people appreciate and idolize effort and hard work, often that's more lip service than reality. She says that, deep down, we all love
"naturals". And experiments show that people would rather hire naturals and believe that naturals have higher chances of succeeding than hard workers, even when their skill set is completely the same. The author says that it's a bit like people saying they don't care about physical attractiveness, but then we actually pick the cute partner to date
when given the option. Angela Duckworth says that talent is not a bad thing -of course, it isn't- and, importantly, that we are not all equally talented. But the biggest reason why the preoccupation with talent is harmful is that we risk forgetting all the other important traits that matter, like Grit. Chapter 3: Effort Courts Twice The author says that our
human tendency when we look at someone highly skilled is to stare in awe and think it's raw talent. "He's naturally gifted", we tell ourselves... Angela Duckworth quotes Dan Chambliss when he says that, of course, not all of us will become Michael Phelps, but that the talent needed to succeed in swimming is lower than most people think. And,
importantly, that greatness is doable. As long as you understand that a high-level performance is backed by countless hours of mundane work behind the scenes. I found it fascinating to read the reason why Angela Duckworth says we all love talent, and we all love talent because it lets us all off the hook. If the achievements of others are because of
something magical, or because of some lucky mixture of genes, then we don't need to compare ourselves to them. They are the special ones and freaks of nature, and we are normal. Angela Duckworth's Achievement Equation Talent x Effort = Skill - Skill x Effort = Achievement Talent is how quickly your skill improves when you invest effort.
Achievement is when you take the required skills and use them. Notice that effort figures twice. First by building the skill, and second by deploying those skills until you achieve your goals and objectives. The author recognizes that this equation is incomplete as it doesn't include other important variables -ie.: a great coach- but adds that it's still
relevant to understand the importance of effort. Will You Quit at the First Obstacle? Angela Duckworth says that many people often start things full of excitement, only to give up too soon when they encounter the real first obstacle. We quit what we start way too early way too often. But what really builds skills and leads to achievement is waking up
day after day and staying at it. Chapter 4: How Gritty Are You Grit is falling in love and staying in love
yourself I would recommend taking it with a pinch of salt (or not taking the test at all). Grit has two components: passion and perseverance. Angela Duckworth says that passion often gives us the idea of a quick infatuation, but in high achievers, passion is about consistency over a long period of time. Grit is working on something you love so much
that you simply want to keep at it Grit & Goals Grit means keeping the same end goal -which she calls a "life philosophy"- over a prolonged period of time. Importantly, gritty people have related lower-level goals support of the top. On the other
hand, people lacking in grit tend to have goals that don't align. And some other people have a big final goal but without any supporting mid-level and lower-level goals. The author calls it "positive fantasizing". You can, and sometimes should, swap or scrap lower-level goals if that makes sense in your circumstances. You should however strive to stay
stubborn about your high-level goal. Grit is falling in love and STAYING in love Chapter 5: Grit Grows Of course, the author had to touch on the all-encompassing question: is Grit is genetically determined. But don't start cheering or using
that as an excuse yet. All human traits are a mix of genes and experience and you can influence all of them. Even height, the stereotypical genetic trait, is more malleable by the environment than most people think. The next paragraph teaches you how you can grow Grit, but I think it's also interesting to take a look at inter-generational Grit. Angela
Duckworth says that the previous generations show more grit than millennials. She says this could be because of a different cultural environment, but also because millennials are younger today and Grit grows with age. How To Grow Grit? Angela Duckworth says most people quit because they: Get bored Don't think it's worthy Can't see themselves
ever making it. She then says there are four specific psychological assets that the Grittiest people have and that serve to counter the forces that urge us to quit. They are, in order: Interest: Passion starts with enjoying what we do. You don't have to enjoy every single part, but you enjoy it overall Practice: You must devote yourself to improving in your
focus area zeroing in on your weaknesses. "Whatever it takes I want to improve" is a common trait among gritty people Purpose: The conviction that your work matters, that it's connected to the well-being of others. Interest without purpose is hard to sustain Hope: Hope encompasses all three stages and is what will keep you going when things are
difficult and doubts arise And the beautiful thing? You can learn to become a hopeful person. Enthusiasm is common, endurance is rare Part II Growing Grit From the Inside Out Chapter 6: (How to Find Your)
Interest Angela Duckworth says that you don't usually find your passion as if a bolt hit you from the sky. From her interests they had. Why It's Hard to Find Our Passion Barry Schwartz says that most people don't stick to anything they are interested in because they have an
overblown expectation of what it means to "find your passion". It's a bit like a life partner, Barry says. Some dream of a knight on a white horse with a book-long list of qualities. But in real life, nobody has a book-long list of qualities without some deficiencies here and there. And a related problem is the idea that falling in love should be sudden and
swift to be "real". But again, life is different, and love often grows. To Find Your Passion try What You Life To find your passion, try to go for something you believe you would like. Don't be afraid of guessing if you're not sure, because there is definitely an element of randomness and trial and error. Sometimes it can also be difficult to predict what
you will enjoy, and if you pick the wrong one, don't be afraid of moving on. It's also important that you do what you like because you don't find your passion through introspection but with first-hand experience. In the beginning, our interests tend to be feeble and ill-defined, and indeed Angela Duckworth says that often the discovery of a life passion
can even go unnoticed. That's why it's important to at least give a fair chance to any new endeavor we start. Once you start finding a certain topic or activity interesting, it might happen that you want to try something. That's because, the author says, our brain loves novelty. Before switching, see if you can deepen your interest instead. And
remember: if you want to stay engaged in anything for the long term, you have to learn to enjoy the nuances and details of your discipline. Finally, I would also like to add that, as Angela Duckworth herself highlights, the people around us are important in whether we will take a liking to something or not. And early positive feedback serves to make us
feel happy and confident we are indeed pursuing the right choice. Finding Your Passion Step by Step Try different things which seem interesting to you; Proactively develop that interest; Further, deepen it over a lifetime. So, to be clear and for your complete understanding, it's more about
"developing" your passion than it is about "finding" your passion. You don't find your passion. You CHOOSE it and DEVELOP it Chapter 7: Practice Experts don't just practice. Deep practice means zeroing in on your weaknesses, focusing
more on what you did wrong than on what you did well. And then fixing it. Deliberate practice is exhausting. Many top performers can only handle one hour before taking a break, and no more than 3-5 hours per day. To improve more quickly under deliberate practice, follow these steps: Set a precise stretch goal Focus 100% on it Get immediate and
accurate feedback Repeat and refine Fear of failure and of looking bad are the worst enemies of deliberate practice. It's because since the core idea behind deliberate practice is to train based on mistakes outside of your comfort zone you simply can't allow shame to hold you back. Also check Daring Greatly by Brene Brown, largely based on beating
shame and living fully. Deliberate Practice VS Flow Deliberate practice and flow are different. Deliberate practice is a behavior and it's more effortful and rarely as enjoyable as flow. It is planned and happens when you're beyond your skill level. Your goal is to increase your skill and you are looking for problems to fix. Finally, deliberate practice is a behavior and it's more effortful and rarely as enjoyable as flow. It is planned and happens when you're beyond your skill level.
preparation. Flow is a state instead and it can be more challenging to accurately plan. In flow, you're effortless. All the feedback you get is often great and not based on mistakes because your skill level is enough for the challenge. Flow is for performance. Deliberate Practice for the Gritty
Gritty people do more deliberate practice and experience more flow. Importantly, gritty people also experience deliberate practice as more enjoyable than less gritty ones. But some high achievers hate the practice for the pleasure of the final result (as Tim
Grover explains in Relentless: these people are addicted to winning). Overall, Angela Duckworth says there is not enough evidence to say whether or not deliberate practice can be gratifying, just in a different way than flow is. Learning to Work
Hard I think a key nugget of information that might slip by since Angela Duckworth didn't drill down on it is that the experience of working hard changes when the effort. And if you're an adult you reward yourself for your hard work as that will help
you link pleasure -or at least a pleasurable follow-up- to hard work. To get to know more about effective practice, I invite you to check out: Peak The Talent Code Mastery And for "flow", go straight with the original work: Flow: The Psychology of Optimal Performance Chapter 8: Purpose Angela Duckworth says that often gritty people have difficulty in
putting into words what they feel about their purpose. But the key is that purpose is always connected to other people. Their action can be driven for the sake of the sport, for the country, or for some specific person. Or, in general, for what we matter to others. However, an altruistic principle is not a strict requirement for grittiness and it's well
possible to be a gritty villain. Chapter 9: Hope The hope of gritty people has nothing to do with luck but has to do with getting up again and again after we fall down. The author calls "hope" what to me seems "optimism". She says that optimists are different in that they find explanations for their failures that are temporary and specific. Pessimists
instead explain their failures with permanent and pervasive causes -ie.: "I'm a loser", "I always mess things up"-. She is right, and she is referring to Seligman's groundbreaking studies of optimistic salespeople who outperformed pessimistic ones. Also, read: Learned Optimism Authentic Happiness Duckworth also talks about Growth and Fixed
mindset and says that a Growth Mindset is strongly linked to higher levels of Grit (read how to develop a growth mindset in us alongside the optimist growth mindset in us along growth mindse
explanation of events, which in turn leads to both avoiding challenges and giving up early. It makes sense. If you believe your capabilities are fixed, why would you go through challenges? On the other hand, the author says, a growth mindset leads to optimistic self-talk and Grit in the face of challenges. Grit is falling seven times and rising eight Part
III - Growing Grit From Outside In Chapter 10: Parenting for Grit Angela Duckworth says there is much research on parents are demanding and unsupportive while permissive parents are supportive and undemanding. She recommends instead a
middle way that takes the positives of both of them: demanding and supportive parenting. And the best way to grow Grit in your children is to show grit yourself and then adopt a parenting style that encourages your children is to show grit yourself and then adopt a parenting style that encourages your children is to show grit yourself and then adopt a parenting style that encourages your children to emulate you.
are more likely to graduate and do better in almost any measured trait from grades to self-esteem to employment after college. The author recognizes the first doubt I had while reading that: is it sticking longer through extracurricular activities that helps, or are higher achievers simply more likely to stick longer to their chosen activity? She says that
the two aren't mutually exclusive and that both factors -cultivation and selection- are at play. Learned Industriousness The association, we tend to fall back to laziness. We human beings have a tendency to preserve energy as much as possible when we
don't see the point of action. And when we don't make the association that working hard pays off then, guess what? We will not work hard. The Hard Thing Rule Angela Duckworth raises her children with the Hard Thing Rule. The hard thing rule says that: Everyone in the family has to engage in an activity that requires deliberate practice Finish what
you start: you can't quit until the course ends, the season is over or something major happens You get to pick what you want to do Once in high school, the kids must commit for at least 2 years If we don't associate hard work to rewards, we won't work hard Chapter 12: A Culture of Grit The culture we live in and with which we identify powerfully
shape our behavior and, with time, our identity. This is critical because our identity shapes our character and behavior. But many other times we don't deeply assess what are the benefits and drawbacks of our daily decisions, but simply revert to "who we are" and what
people like us do. This is important, Angela Duckworth says, because the results of long-lasting effort often take years to materialize. And when we don't have an identity to push us through we might simply be tempted to give up when the results are both uncertain and so far away. Chapter 13: Conclusion You can grow Grit in two ways: From the
inside out, by developing your interests into passion From outside in by immersing yourself in the kind of culture that promotes and foster grit. The author also says Grit is of course not the only thing that matters in life. And if Duckworth divides the
major personality traits into three groups: Intra-personal (will) Interpersonal (mind). Grit is part of the Intra-personal dimension, which also includes for example self-control, and this is the cluster that is most predictive of achievement. For a healthy social life, though interpersonal traits are most important
(check out this website's course to take your social skills to the next level). Grit Video Summary Here is a good video summary of Grit: Practical Applications of Grit Grit not only will make you more successful, but it will also make you a happier and prouder person. Once you rationally understand that, start making it your goal to be grittier. And be
proud when you show Grit so that it will start becoming part of your identity. Associate hard work applied over a long period of time. This is a kind of mindset you have to develop and make yours. This is also connected to a Growth Mindset, which is the belief that with hard work
you can improve yourself. Divide your goals into short-term, and long term and make sure the shorter-term ones support your overarching goals (your life philosophy). That way it's easier to know what you can change or quit while staying gritty with your overall goal. The culture and the people around you influence you and do so
and real-world experience into proven strategies for status, respect, and attraction. Power University turns knowledge into wins. Ready? Grit Criticism leveled against Duckworth's work, and it's a valid one. Grit is likely to be simply another definition of
consciousness as measured in the Big Five personality traits. You can read more here: Pop psychology myths list Self-help myths This does not necessarily change much in what grit, or call it "tenacity" or "staying power" if you prefer, means to your success. However, it does, in my opinion, take away from the author's personal reputation. As Jordan
Peterson, author of 12 Rules for Life says in this Quora answer, Duckworth never apologized for her (likely) mistake. That tells us a lot of what gritty people looking for success would do:). And here is a video of Peterson throwing a quick comment on that: And it does cast a shadow of doubt upon Duckworth's recipes on "how to increase grit", which
now basically rests on... Little science? Personally, I believe in the validity of this grit and/or conscientiousness. And I also tend to believe in the validity of combining passion with perseverance to "deepen" your passion. Why? Because that's precisely what I've done to launch ThePowerMoves.com Grit Review "Grit" is a wonderful book. Duckworth
might have made up the concept of "Grit", but the book still beautifully sums up a lot of great psychology of success to teach readers what works, and What I loved the most is how useful it is to "find your passion". This is one of the questions people ask the most, and Grit gives a detailed explanation of how to find and develop your
passion. Check out the best psychology books, or Get Grit on Amazon Welcome to Quik Book Summary, where we provide you with concise and insightful summaries of the most influential books. Today, we're diving into Angela Duckworth's groundbreaking work, "Grit: The Power of Passion and Perseverance." This bestseller unravels the true drivers and insightful summaries of the most influential books.
of success, showing that grit—a combination of passion and perseverance—matters more than talent. Join us as we explore the key takeaways from Duckworth's research and learn how to cultivate grit to achieve your long-term goals. Chapter Two: Distracted by TalentChapter Three: Effort Counts TwiceChapter Four: How Gritty Are You? Chapter
Nine: Parenting for GritChapter Ten: The Power of Passion and PerseveranceChapter Eleven: The Gritty GroupListen Free Audiobook Grit Book Summary by ChapterAngela Duckworth begins her exploration of grit by sharing a personal anecdote about her father, who often reminded her that she was "no genius."
Despite this, Duckworth excelled in her academic and professional pursuits, ultimately earning a MacArthur Fellowship, commonly known as the "genius grant." This paradox sets the stage for her investigation into what truly drives success. Duckworth's journey into understanding grit began during her time teaching seventh graders math. She
observed that the most successful students weren't necessarily those with the highest IQs but rather those who demonstrated perseverance and passion for their long-term goals. This observation led her to pursue a career in psychology, where she could scientifically explore what she had seen in her classroom. Duckworth acknowledges that talent is
often considered the primary factor in success. From a young age, people are praised for their innate abilities, and society tends to celebrate natural talent. However, she argues that this emphasis on talent overlooks a crucial element: effort. She illustrates this with the story of the National Spelling Bee, where she found that the top performers
weren't always the most naturally gifted spellers but those who had put in the most time and effort studying. One of the key stories in this chapter is Duckworth's experience studying cadets apply, but only a fraction are accepted. Of those accepted, a
significant number drop out during the initial training period known as Beast Barracks. Duckworth and her team sought to understand what distinguished those who perseverance and passion for long-term goals. She found
that grit, more than any other factor, predicted who would stay at West Point. This finding was significant because it demonstrated that grit could be measured and that it had a tangible impact on success. Duckworth introduces a simple but powerful formula: Talent x Effort = Skill and Skill x Effort = Achievement. This formula highlights the
multiplier effect of effort. Even if someone has a natural talent for something, it is the sustained effort over time that turns that talent into a skill and eventually into achieve success. This perspective shifts the focus from innate ability to the
hard work and dedication required to excel. Grit in Different Contexts Duckworth explores how grit manifests in various contexts, from sports to business to education. She shares the story of Pete Carroll, head coach of the Seattle Seahawks, who transformed his team by fostering a culture of grit. Carroll's approach focused on developing the whole
person, not just the athlete, and emphasizing continuous improvement and perseverance. In education, Duckworth discusses the Knowledge Is Power Program (KIPP) schools, which serve predominantly low-income students. KIPP schools have a strong emphasis on character development, including grit, alongside academics. Students are taught the
importance of perseverance and working towards long-term goals, which has led to impressive outcomes in terms of college attendance and graduation rates. Duckworth acknowledges that developing grit is not easy. It involves facing and overcoming challenges, failures, and setbacks. She shares the story of swimmer Rowdy Gaines, who experienced
numerous obstacles on his path to becoming an Olympic gold medalist. Gaines' story illustrates the resilience and determination required to achieve great things. In Chapter Two, Angela Duckworth addresses a common misconception: the overemphasis on talent as the primary determinant of success. She refers to this as the "talent myth." Society
often idolizes natural talent, attributing outstanding achievements to innate abilities while overlooking the critical role of effort and perseverance. Duckworth argues that this focus on talent can be misleading and even detrimental. By idolizing talent, we risk undervaluing the importance of hard work and resilience. This misconception can discourage
individuals who might not see themselves as naturally gifted from pursuing their goals. Historical and Modern Examples one notable figure she discusses is Charles Darwin. Often regarded as a genius, Darwin himself admitted that he was not particularly quick to learn
and had to work diligently over many years to develop his theories. His success was largely due to his relentless curiosity and perseverance rather than innate brilliance. Duckworth also examines modern examples, such as the hiring practices at McKinsey's focus on
hiring the brightest candidates is rooted in the belief that talent predicts success. However, Duckworth argues that such practices may overlook equally important qualities like grit, which are harder to measure but crucial for long-term success. A central theme in this chapter is the role of effort in achieving excellence. Duckworth introduces the idea
that talent alone is not enough; it must be coupled with sustained effort. She presents her equation: Talent x Effort = Skill, and Skill x Effort = Achievement. Duckworth draws on research studies to support
her argument. For example, she discusses a study of spelling bee participants, showing that the best performers were not those who practice is a key component of success, often outweighing raw talent. The Dangers of Believing in Talent Alone Duckworth explains
that believing in the talent myth can lead to a fixed mindset, a term coined by psychologist Carol Dweck. Individuals with a fixed mindset believe that their abilities are static and unchangeable. This belief can hinder their willingness to take on challenges and persist in the face of setbacks. In contrast, a growth mindset—believing that abilities can be
developed through effort and learning—encourages resilience and continuous improvement. Duckworth emphasizes that cultivating a growth mindset is essential for developing grit and achieving long-term goals. Introduction to the Formula for SuccessIn Chapter Three, Angela Duckworth elaborates on her key insight that effort is a crucial multiplier
in the equation for success. She introduces the simple yet powerful formula that encapsulates her theory: Talent Effort is doubly important in achievement this formula shows that effort is doubly important in achievement.
accomplishments. Duckworth starts by acknowledging that talent is often viewed as the primary driver of success. However, she argues that talent alone is not sufficient. Without effort, talent is nothing more than unmet potential. Effort, on the other hand, can compensate for the lack of natural ability and is essential for turning talent into skill. She argues that talent alone is not sufficient.
cites research studies to support her argument, including the work of psychologist Anders Ericsson, known for his study on deliberate practice, not innate talent. The Role of Deliberate Practice Duckworth emphasizes the concept of deliberate
practice, which is purposeful and systematic practice aimed at improving specific aspects of performance. Unlike regular practice involves setting specific goals, obtaining immediate feedback, and concentrating on technique as much as outcome. It is this kind of practice involves setting specific aspects of performance over time. She are time.
illustrates this with the example of pianist and composer Frédéric Chopin, who was known for his intense and meticulous practice sessions. Chopin's dedication to deliberate practice, rather than his innate musical talent alone, was key to his extraordinary achievements. Grit as a Predictor of Success To further underscore her point, Duckworth
discusses her own research with cadets at West Point Military Academy. She explains how she developed the Grit Scale, a measure that assesses an individual's perseverance and passion for long-term goals. Her findings revealed that grit, more than any other factor, predicted which cadets would successfully complete their rigorous
training.Duckworth also mentions a study she conducted with National Spelling Bee contestants. She found that those who advanced furthest in the competition were not necessarily those with the highest IQs but those who advanced furthest in the competition were not necessarily those with the highest IQs but those who advanced furthest in the competition were not necessarily those with the highest IQs but those who spent the most time on deliberate practice. Effort and Achievement in Different FieldsThroughout the chapter, Duckworth
provides examples from various fields to illustrate how effort contributes to achievement. She discusses how legendary swimmer Michael Phelps, known for his rigorous training regimen, achieved his phenomenal success through relentless practice and dedication. Duckworth also highlights the story of cartoonist and entrepreneur Scott Adams,
creator of the comic strip "Dilbert." Adams attributes his success to his ability to work persistently on his craft and to learn from his failures, rather than to any extraordinary talent. Introduction to Grit AssessmentIn Chapter Four, Angela Duckworth delves into the concept of measuring grit. She introduces readers to the Grit Scale, a tool she
developed to assess an individual's level of grit, which is defined as the combination of passion and perseverance for long-term goals. This chapter explores how to gauge one's grit and why it matters. The Development of the Grit Scale which started with her observations and research at West
Point Military Academy and with National Spelling Bee participants. She wanted to quantify the qualities she believed were critical for success: sustained effort and enduring passion. The scale includes questions designed to measure these traits, such as:"I have overcome setbacks to conquer an important challenge.""New ideas and projects
sometimes distract me from previous ones."The Grit Scale provides a score that reflects an individual's perseverance and consistency of interests over time. Validity and reliability. Validity refers to whether the scale accurately measures what it is
supposed to measure—grit. Reliability refers to the consistency of the results over time. She describes the rigorous testing and validation processes she undertook, including studies with diverse groups such as students, military cadets, and professionals, to ensure the scale's accuracy and applicability. Duckworth discusses the correlation between gri
scores and various life outcomes. Higher GPAs, despite not necessarily having higher SAT scores are associated with greater achievements in education, professional careers, and personal goals. For example, she highlights a study of Ivy League undergraduates, where those with higher GPAs, despite not necessarily having higher SAT scores. This indicates that
persistence and passion can be more critical to success than innate talent or intelligence. The Role of Interests and Passion but rather about a consistent, enduring interest in a particular field or activity. She explains that
gritty individuals are deeply interested in what they do and stay committed to their interests over the long GamePerseverance, the second component of grit, involves maintaining effort and interest over years despite failures, adversity, and plateaus in progress. Duckworth shares stories of individuals who have
demonstrated remarkable perseverance, such as Olympic athletes and successful entrepreneurs, to illustrate the importance of staying the course. A critical question Duckworth addresses is whether grit is a fixed trait or something that can be developed. She argues that while there is a genetic component to traits like perseverance, grit can indeed
be cultivated through practice and experience. Factors such as a growth mindset, supportive environments, and personal motivation play significant roles in developed over time. Contrary to the belief that traits like perseverance and passion
are innate and fixed, Duckworth argues that grit can grow and evolve through experiences and deliberate effort. Duckworth starts by discussing the concept of malleability, emphasizing that grit can grow and evolve throughout a person's life. This change
is influenced by various factors, such as experiences, environment, and intentional practice. Four Psychological Assets of GritDuckworth introduces four psychological Assets of GritDuckworth introduces four psychological assets that contribute to the growth of grit: interest, practice, purpose, and hope. Each of these assets plays a crucial role in fostering and sustaining grit. Interest is the seed of passion.
Duckworth argues that people are most gritty when they are passionate about what they do. Finding and nurturing genuine interests is the first step toward developing grit. This involves exploration and trying out different activities to discover what truly captivates one's attention and enthusiasm. Practice is essential for developing skill and achieving
excellence. Duckworth emphasizes the importance of deliberate practice, a concept introduced earlier in the book. Deliberate practice involves setting specific goals, receiving immediate feedback, and focusing on improvement. By consistently practicing and honing skills, individuals build the perseverance component of grit. Purpose adds a sense of
meaning to one's efforts. Duckworth explains that individuals who see their work as connected to a higher purpose are more likely to persevere through challenges. Purpose provides motivation and a sense of fulfillment, driving long-term commitment and resilience. Hope is the belief that effort will lead to improvement and success. It involves
maintaining a positive outlook and resilience in the face of setbacks. Duckworth highlights that hope is not about wishful thinking but about a proactive attitude toward overcoming obstacles and examples to illustrate how grit can grow
She talks about her own experiences and those of others who have demonstrated remarkable grit. One example is a high school teacher who, despite facing numerous challenges, remained passionate and committed to teaching, ultimately inspiring her students and achieving great success. The Role of Supportive Environments Duckworth emphasizes
the importance of supportive environments in developing grit. Family, mentors, teachers, and opportunities for growth. Positive environments can help individuals discover their interests, practice deliberately, find purpose, and maintain hope. The concept of a
growth mindset, popularized by psychologist Carol Dweck, is closely related to grit. A growth mindset is the belief that abilities and intelligence can be developed through effort and learning. Duckworth argues that cultivating a growth mindset is crucial for developing grit, as it encourages individuals to embrace challenges, persist in the face of
difficulties, and view failures as opportunities for growth. In Chapter Six, Angela Duckworth focuses on the first psychological asset of grit: interest. She argues that sustained passion begins with genuine interest. She argues that sustained passion begins with genuine interest. People are most motivated and willing to persevere when they are deeply interested in what they are doing. Duckworth emphasizes that
developing a passion is not instantaneous; it often takes exploration and time to discover what truly captivates an individual. The Role of Interest in GritDuckworth starts by explaining that interest is the spark that ignites passion. She asserts that people who love what truly captivates an individual. The Role of Interest in GritDuckworth starts by explaining that interest is the spark that ignites passion.
interest is a critical component of grit because it provides the intrinsic motivation necessary to keep going when things get tough. Finding one's interests involves a process of discovery and exploration. Duckworth shares the story of swimmer Rowdy Gaines, who tried various sports before finding his passion for swimming. She encourages readers to
try different activities and experiences to discover what they are genuinely interested in. This trial-and-error process is essential for uncovering passions that can sustain long-term commitment. Once an interest is identified, it needs to be nurtured. Duckworth explains that interests require attention, practice, and development over time. She shares
insights from her interviews with high achievers, who often describe a gradual deepening of their interest in to a full-blown passion. For instance, she tells the story of Jeff Bezos, whose early interest in space eventually led him to found Blue Origin, a space exploration company. Parental and Educational SupportDuckworth highlights the significant
role that parents, teachers, and mentors play in nurturing interests. Supportive environments that encourage curiosity, exploration, and experimentation are crucial. She references a study by psychologist Benjamin Bloom, who found that world-class performers in various fields often had parents and mentors who supported their early interests and
provided opportunities for development. Balancing Passion and Practical considerations. She discusses the concept of "pragmatic passion," where individuals pursue their interests while also being mindful of practical constraints and
opportunities. This balance ensures that the pursuit of passion is sustainable and grounded in reality. Duckworth addresses the challenge of maintaining interest over time. She explains that even the most passionate individuals experience moments of boredom or frustration. To stay engaged, it's important to continually find new challenges and
opportunities for growth within one's area of interest. This dynamic approach keeps the passion alive and prevents burnout. In Chapter Eight, Angela Duckworth explores the second psychological asset of grit: purpose. She argues that having a sense of purpose is crucial for sustaining long-term commitment and passion. Purpose provides meaning to
one's efforts, motivating individuals to persevere even in the face of challenges. Duckworth defines purpose as the feeling that one's work or effort contributes to something greater than oneself. It involves seeing how one's actions impact others and contribute to a larger goal. Purpose transforms personal interests into a broader mission, giving
individuals a reason to continue pursuing their goals despite obstacles. Purpose and Long-Term GoalsA sense of purpose is integral to long-term goals because they perceive their efforts as meaningful. Purpose fuels resilience and
perseverance, driving individuals to overcome setbacks and maintain their focus on their overarching objectives. Examples from various fields. She discusses the story of Tori Murden, who, despite facing numerous challenges, persisted in her quest to become the
first American woman to row solo across the Atlantic Ocean. Murden's sense of purpose was not only about personal achievement but also about inspiring others and pushing the boundaries of human endurance. Duckworth also references the work of psychologist Martin Seligman, who studied individuals in various professions. Seligman found that
those who saw their work as contributing to a greater good experienced higher levels of satisfaction and motivation. For example, doctors who felt their work as contributing to a greater fulfillment compared to those who viewed their jobs as routine tasks. The Development of Purpose Duckworth discusses how purpose develops over
time. It often begins with a personal interest or passion that evolves into a broader mission. She highlights the importance of exposure to different experiences and the influence of mentors and role models in shaping one's sense of purpose. Early experiences and the influence of mentors and role models in shaping one's sense of purpose.
their skills and interests align with a greater mission. The Role of Purpose in Education Duckworth emphasizes the role of purpose in education on others are more motivated and engaged. Educational institutions that foster a sense of
purpose in students help them find meaning in their studies and encourage long-term commitment to their academic and professional goals. Purpose within organizations. She discusses how organizations with a clear and compelling mission can
inspire employees and foster a sense of shared purpose. Companies that articulate a meaningful vision and align their goals with societal impact can enhance employee motivation and drive. Duckworth offers practical advice for cultivating a sense of purpose. She suggests reflecting on one's values and passions, seeking opportunities to make a
positive impact, and connecting personal goals with broader societal needs. Engaging in activities that contribute to the well-being of others and aligning personal efforts with a larger mission can help individuals develop and sustain a sense of purpose. In Chapter Nine, Angela Duckworth explores the final psychological asset of grit: hope. Duckworth
argues that hope is a crucial component of grit because it sustains perseverance and motivates individuals to keep striving toward their long-term goals. Hope, in this context, is not just about wishful thinking but about having a realistic and optimistic mindset that effort can lead to improvement and success. Duckworth defines hope as the belief that
one's efforts will eventually lead to success. This involves having a sense of agency—the belief that one can take actions to influence outcomes—and the expectation that these actions will result in progress. Hope drives individuals to persist through difficulties by maintaining a positive outlook on their ability to overcome challenges. Hope plays a
significant role in developing and sustaining grit. Duckworth explains that hope helps individuals maintain motivation and discouragement, encouraging people to keep working toward their goals despite obstacles. Hope fuels the belief that perseverance will
ultimately yield results, making it easier to stay committed over the long term. Duckworth discusses research by psychologist Charles Snyder, who developed the concept of "hope theory." Snyder's research identifies two key components of hope: pathways thinking and agency thinking refers to the ability to generate strategies to
achieve goals, while agency thinking is the motivation to act on those strategies. According to Snyder, high levels of hope in ActionTo illustrate the concept of hope, Duckworth provides examples from various fields. She recounts the story of Angela Lee
Duckworth's own research with students in challenging environments. Students who demonstrated high levels of hope were more likely to persist through academic difficulties and achieve their goals. Similarly, Duckworth highlights the success of athletes and entrepreneurs who maintained hope and continued to work toward their aspirations
despite facing significant setbacks. Duckworth emphasizes that hope is closely related to resilience. Resilient individuals are better equipped to handle adversity and bounce back from failures. They possess a hopeful outlook that enables them to view challenges as temporary and surmountable. By maintaining hope, individuals are more likely to
approach problems with a problem-solving mindset and remain focused on their long-term objectives. Duckworth offers practical strategies for cultivating hope. She suggests setting specific, achievable goals and developing actionable plans to reach them. By breaking down long-term goals into smaller, manageable steps, individuals can maintain
           ogress and motivation. Additionally, Duckworth encourages readers to seek social support and surround themselves with positive influences that reinforce their ability to succeed. The Impact of Hope on Performance Duckworth discusses how hope impacts performance in various contexts, including education and the
workplace. Individuals who maintain hope are more likely to engage in effortful practices, overcome challenges, and achieve their goals. Hope contributes to a growth mindset, which fosters a belief in the ability to improve through effort and learning. Introduction to Parenting and GritIn Chapter Ten, Angela Duckworth examines how parenting.
practices influence the development of grit in children. She emphasizes that while grit is an individual trait, the way parents raise and support their children can significantly impact their ability to develop perseverance and passion. Duckworth provides insights into effective parenting strategies that foster grit and help children achieve long-term
goals. The Role of Parents in Developing GritDuckworth explains that parents play a crucial role in nurturing grit by creating environments that support and encourage perseverance. She highlights the importance of balancing high expectations with emotional support. Parents who set challenging yet achievable goals for their children and provide
encouragement are more likely to help them develop grit. The Concept of "Growth Mindset" A key aspect of parenting for grit is fostering a growth mindset is the belief that abilities and intelligence can be developed through effort and learning. Duckworth argues that parents who
promote this mindset help their children view challenges and failures as opportunities for growth rather than as fixed limitations. This perspective encourages children to persist through difficulties and develop resilience. Parenting Styles and Their Impact Duckworth discusses different parenting styles and their impact on grit. She contrasts the
"authoritative" parenting style, which combines high expectations with warmth and support, with the "authoritarian" and "permissive" styles. Authoritative parents, who set clear standards while providing emotional support, are more likely to foster grit in their children. Authoritarian parents may create environments of fear and pressure, while
permissive parents may fail to provide the structure and guidance needed for developing grit. She suggests that praising effort rather than innate ability helps children understand the value of hard work. For example, praising a child for their
perseverance and dedication rather than their intelligence reinforces the idea that effort leads to improvement and success. This type of praise encourages a growth mindset and motivates children to continue working hard. Encourages a growth mindset and motivates children to continue working hard.
interests. Parents can support this process by exposing children to a variety of activities and allowing them to explore different fields. By encouraging children to pursue their passions and providing opportunities for them to explore different fields. By encouraging children to a variety of activities and allowing them to explore different fields. By encouraging children to pursue their passions and providing opportunities for them to explore different fields.
underscores that parents can model grit by demonstrating perseverance in their own lives. Children learn by observing their parents, and witnessing how parents handle challenges and setbacks can influence their own attitudes toward perseverance. Parents who model resilience and a strong work ethic provide powerful examples for their children
to follow. Creating a Supportive Environment Finally, Duckworth discusses the importance of creating a supportive environment that encourages children to express their frustrations, offering constructive feedback, and celebrating their efforts and
achievements. A supportive environment helps children develop confidence in their ability to overcome obstacles and fosters their grit. Introduction to the Power of GritIn Chapter Eleven, Angela Duckworth synthesizes the core concepts of grit discussed throughout the book and highlights its transformative power in achieving long-term goals. She
explores how combining passion with perseverance creates a powerful formula for success, affecting both perseverance. She explains that passion and perseverance creates a powerful formula for success, affecting both perseverance creates a powerful formula for success, affecting both perseverance. She explains that passion and perseverance creates a powerful formula for success, affecting both perseverance creates a powerful formula for success, affecting both perseverance.
perseverance ensures that individuals persist through obstacles and challenges. The interplay of these two elements is crucial for achieving sustained success. Examples of individuals persist through obstacles and organizations that have demonstrated exceptional levels of passion and
perseverance. She recounts the stories of high achievers across various fields, including education, sports, and business. For instance, she discusses the journey of people like J.K. Rowling, whose unwavering commitment to her writing and ability to overcome numerous rejections eventually led to the success of the Harry Potter series. Duckworth
reinforces the idea that effort is a key component of grit. She explains that while talent is important, it is the combination of effort and persistence that leads to significant achievement, emphasizing that consistent effort over time is what ultimately leads to success. The
chapter examines how grit affects achievement across different domains. Duckworth discusses research showing that grit is a better predictor of success than talent alone. For example, studies have found that gritty individuals are more likely to achieve their goals in challenging environments, such as military training and academic settings.
Duckworth highlights how grit enables people to stay focused on their objectives, adapt to setbacks, and continue making progress despite difficulties. Duckworth offers practical advice for developing and nurturing grit. She suggests that individuals can cultivate grit by setting long-term goals, finding and pursuing their passions, and maintaining and nurturing grit.
growth mindset. Additionally, she emphasizes the importance of deliberate practice and continuous learning. By engaging in activities that challenge them and fostering a supportive environment, individuals can enhance their perseverance and passion. The Impact of Grit on Well-being The chapter also explores the relationship between grit and
overall well-being. Duckworth notes that having a sense of purpose and working toward meaningful goals contributes to life satisfaction and personal fulfillment. Grit not only leads to achievement but also enhances psychological resilience and a sense of accomplishment. Encouraging Grit in Others Duckworth provides insights into how individuals can
encourage and support grit in others, whether through parenting, teaching, or leadership. She emphasizes the importance of modeling perseverance, offering constructive feedback, and creating environments that foster growth and resilience. Introduction to Group Dynamics and GritChapter Twelve explores the importance of modeling perseverance, offering constructive feedback, and creating environments that foster growth and resilience. Introduction to Group Dynamics and GritChapter Twelve explores the importance of modeling perseverance, offering constructive feedback, and creating environments that foster growth and resilience.
development and expression of grit. Angela Duckworth argues that the environment within a group—be it a team, organization, or community—can significantly influence an individual's grit. She emphasizes how a supportive and challenging group culture can foster and enhance perseverance and passion. Duckworth begins by discussing how group
culture shapes individual behavior and attitudes. She explains that groups with a strong culture of perseverance and commitment create environments that support and reinforce gritty behaviors. When members of a group share values such as hard work, resilience, and determination, they are more likely to persist through challenges and strive for
long-term goals. Examples of Gritty GroupsTo illustrate her points, Duckworth provides examples of organizations and teams that embody a gritty culture. She describes the U.S. Marine Corps, renowned for its rigorous training and emphasis on resilience. The Marine Corps fosters a culture of discipline and perseverance, which helps individuals
develop and maintain grit. Similarly, Duckworth discusses successful sports teams like the San Antonio Spurs, known for their focus on teamwork and commitment to continuous improvement. Leadership is crucial in shaping the culture of a group. Duckworth highlights how leaders can influence the
development of grit by setting high standards, modeling perseverance, and creating an environment that encourages effort and resilience. Effective leaders inspire and motivate their teams, fostering a culture that supports long-term commitment and hard work. Duckworth emphasizes the importance of social support within a group. She explains that
having supportive peers and mentors can enhance an individual's grit. Positive reinforcement, constructive feedback, and shared experiences of overcoming challenges contribute to a gritty culture. When group members support each other and work together toward common goals, they are more likely to persist and achieve success. Duckworth offers
practical advice for creating and sustaining a gritty group. She suggests fostering a growth mindset within the group, where members believe in their ability to develop skills and overcome obstacles through effort. Setting clear goals, providing opportunities for growth, and celebrating achievements are key strategies for building a culture of grit.
Encouraging collaboration and mutual support also strengthens the group's resilience and perseverance. Challenging . She notes that it requires intentional effort to overcome existing negative norms or practices. Addressing barriers to grit, such as
toxic environments or lack of resources, is essential for developing a culture that supports perseverance and passion. Leaders must actively work to foster a positive and resilient groups on overall success. Duckworth argues that a culture of
grit enhances both individual and collective performance. Groups that prioritize perseverance and passion are more likely to achieve their goals and excel in their endeavors. A gritty culture not only drives success but also contributes to a sense of purpose and fulfillment among group members. Grit Book Summary by Chapter: The Power of Passion
and Perseverance presents a compelling argument for the critical role of grit in achieving long-term success. Duckworth defines grit as the combination of passion and perseverance, arguing that while talent and intelligence are valuable, they are not enough on their own. Instead, sustained effort and dedication are essential for achieving one's
goals. The book delves into the nature of grit, illustrating its importance through a blend of scientific research and explores how deliberate practice, purpose, and hope contribute to developing this trait. By examining successful individuals and
organizations, Duckworth reveals that perseverance in the face of challenges is a common thread among high achievers. Duckworth also highlights practical strategies for cultivating grit. She emphasizes the importance of setting long-term goals, maintaining a growth mindset, and fostering supportive environments, whether in parenting, education,
or professional settings. Leadership, social support, and a positive group culture play crucial roles in nurturing grit in individuals. The book's conclusion reinforces that anyone can develop grit through deliberate effort, meaningful practice, and a
commitment to overcoming obstacles. By embracing and applying the principles of grit, individuals can enhance their capacity to persevere and achieve their aspirations, ultimately leading to greater success and fulfillment. In summary, Grit demonstrates that the path to success is not merely paved with talent but with the persistent pursuit of one's
goals, Duckworth's exploration of grit offers a powerful framework for understanding and cultivating the resilience and passion needed to achieve long-term success. Angela Duckworth This Study Guide consists of approximately 49 pages of chapter summaries, guotes, character analysis, themes, and more - everything you need to sharpen your
knowledge of Grit. Angela Duckworth This Study Guide consists of approximately 49 pages of chapter summaries, quotes, character analysis, themes, and more - everything you need to sharpen your knowledge of Grit. This section contains 592 words (approx. 2 pages at 400 words per page) In the first section of the Conclusion, Duckworth closes her
book with a few final thoughts for the reader. The first is that people can develop grit from the inside out by cultivating their interests and developing a habit of daily practice in skills that stretches them. They can also develop grit from the outside in by
surrounding themselves with gritty people. Next, Duckworth includes a chart that shows that grit is related to life satisfaction. If you have more grit, it turns out that you are more satisfied and more emotionally healthy. Duckworth
discusses whether someone can have too much grit. She mentions... (read more from the Part III: Chapter 13: Conclusion Summary) This section contains 592 words (approx. 2 pages at 400 words per page) Copyrights Grit from BookRags, Inc. All rights reserved. expand moreLit Guide Menu Duckworth writes because she believes
in "the power of grit to help you achieve your potential." Duckworth argues that grit to help you achieve your potential." Duckworth argues that grit can develop from the inside out and from the outside in. She explains that gritter people tend to be happier and more emotionally healthy. People with grit keep
going in the face of adversity, staying focused on a goal they find interesting and purposeful. Still, although grit is important, too. By the close of the book, the reader has explored the mystery of success, guided by Duckworth, who has established herself as both
an expert and a friend. She shared the perplexing questions that propelled her interest and took the reader to the offices of noted psychologists, celebrities, and professional athletes. "This book has been my way of taking you out for a coffee and telling you what I know," she writes. In this concluding chapter, she continues to share her expertise and
does so with encouragement and respect for the reader. She believes in the reader's ability to develop grit and has shown how to grow grit in manageable ways. Most important, Duckworth has modeled grit throughout her quest to understand success better. Meet your
new favorite all-in-one writing tool! Easily correct or dismiss spelling & grammar errors and learn to format citations correctly. Check your paper before you turn it in. Why
this book: Selected by the All American Leadership reading group for our bi-monthly discussion for July-August 2016. Summary in 3 sentences: Angela Duckworth dives deep into a quality which all of us recognize as strength of will, fortitude, stick-to-itiveness, focus, among other names. She writes in first person, sharing personal anecdotes, some of
her own struggles and doubts, and various scientific studies that help us understand her conviction that "grit" is ultimately what differentiates those who truly make a difference from those we mentor, as well as in the organizations we lead. My
Impressions: Angela Duckworth explores and dives pretty deeply into the idea of grit in an engaging and very personal way. She offers us not only edifying, but also an interesting and entertaining read. It is as much a story of her own journey into understanding this well known, but somewhat illusive quality, as it is an exploration. In addition to her
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many examples of people - many celebrities - who she refers to as "paragons of grit" she also admits where she is not clear, where she has struggled, and in some cases where she still may be a bit confused. In her section on goals, she admits that she struggles to reconcile her personal goals (be a great mother, friend, spouse) with her professional goals (use psychological science to help kids thrive) when her efforts to excel at both often seem to bring these two goals into tension. I would highly recommend the chapters on parenting for grit and the playing fields of grit for parents. I really liked this book and learned a lot from it. Here are my Key Take-Aways: Effort counts twice. Consistency

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