

GRIT LEADERSHIP: The Power of Passion and Perseverance

**The What, Why, and How of
Grit in Leadership**

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OH!!!

GRIT



Words Matter.

You are what you think.

Mind Your Mindset.

**Your mindset is
the lens
through which
you view
challenges,
opportunities,
setbacks, and
successes.**



Simple Paperclip

MIND

Harness the Power



- Hold the string between your thumb and forefinger.
- Rest your elbow on your knee with the paperclip dangling.
- Only look at the paperclip and listen to my directions.

“Mindset is everything.
Your success begins and ends with
a mindset. In between, it’s grit
that carries you through.”

— LeAura Alderson

What is GRIT?

Often the “Secret Sauce” to overcoming obstacles or roadblocks.

Grit is the combination of
passion and perseverance for
long-term goals.

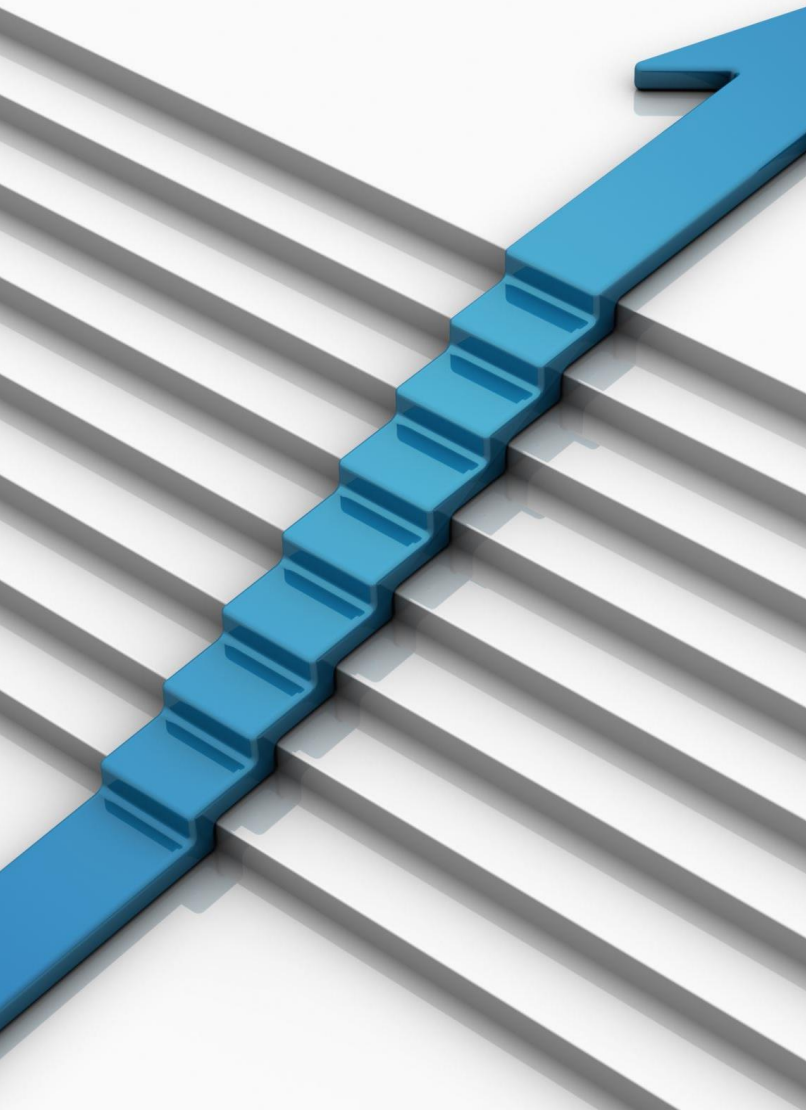
“Grit is living life like it’s a marathon, not a sprint.” - Angela Duckworth

Components of GRIT

- Passion: Sustained, enduring devotion to a specific goal or interest. Conviction that your effort is meaningful.
- Perseverance: Persistent effort and resilience over time, despite setbacks or challenges.
- Passion not only fuels the drive to achieve but helps to sustain interest and commitment over time.

Passion + Perseverance = Achievement





Why GRIT is Important

- **Long-Term Success:** Grit is a stronger predictor of success than simply talent.

Grit is effort x 2:

Talent x effort = skill

Skill x effort = achievement

- **Overcome Obstacles:** Enables individuals to navigate and overcome challenges.
- **Belief of own Destiny through Dedication:** Fosters a consistent effort towards achieving goals.

A 3D maze with a small blue figure standing in a path. The maze is composed of dark grey walls on a light grey floor. The figure is a simple, stylized human shape. The background is a gradient of blue and green, suggesting a vast, open space beyond the maze.

GRIT is a choice.

It is a personal characteristic anyone can possess, and like any other muscle, it's strengthened through use and care, and it takes time to develop.

GRIT in Leaders

- **Role Model:** Leaders with grit inspire their teams through their dedication and resilience.
- **Vision and Execution:** Balances visionary thinking with the persistent execution of plans.
- **Employee Motivation:** Promotes a culture of perseverance and long-term commitment within the team.





How to be a Gritty Leader

GRITTY Leadership is comprised of four main elements:

- **G**rowth Mindset
- **R**esilience
- **I**nitiative
- **T**enacity

When these categories are combined, transformational results are possible.

The Need for a Growth Mindset for Grit Leadership

A growth mindset is the belief that abilities and intelligence can be developed through dedication and hard work.

- Importance for Grit Leadership:
 - Embracing Challenges: Viewing challenges as opportunities to grow fosters persistence.
 - Learning from Feedback: Using feedback as a tool for improvement enhances perseverance.
 - Celebrating Effort: Recognizing that effort leads to mastery builds long-term commitment.

“In a growth mindset, challenges are exciting rather than threatening.” - Carol Dweck



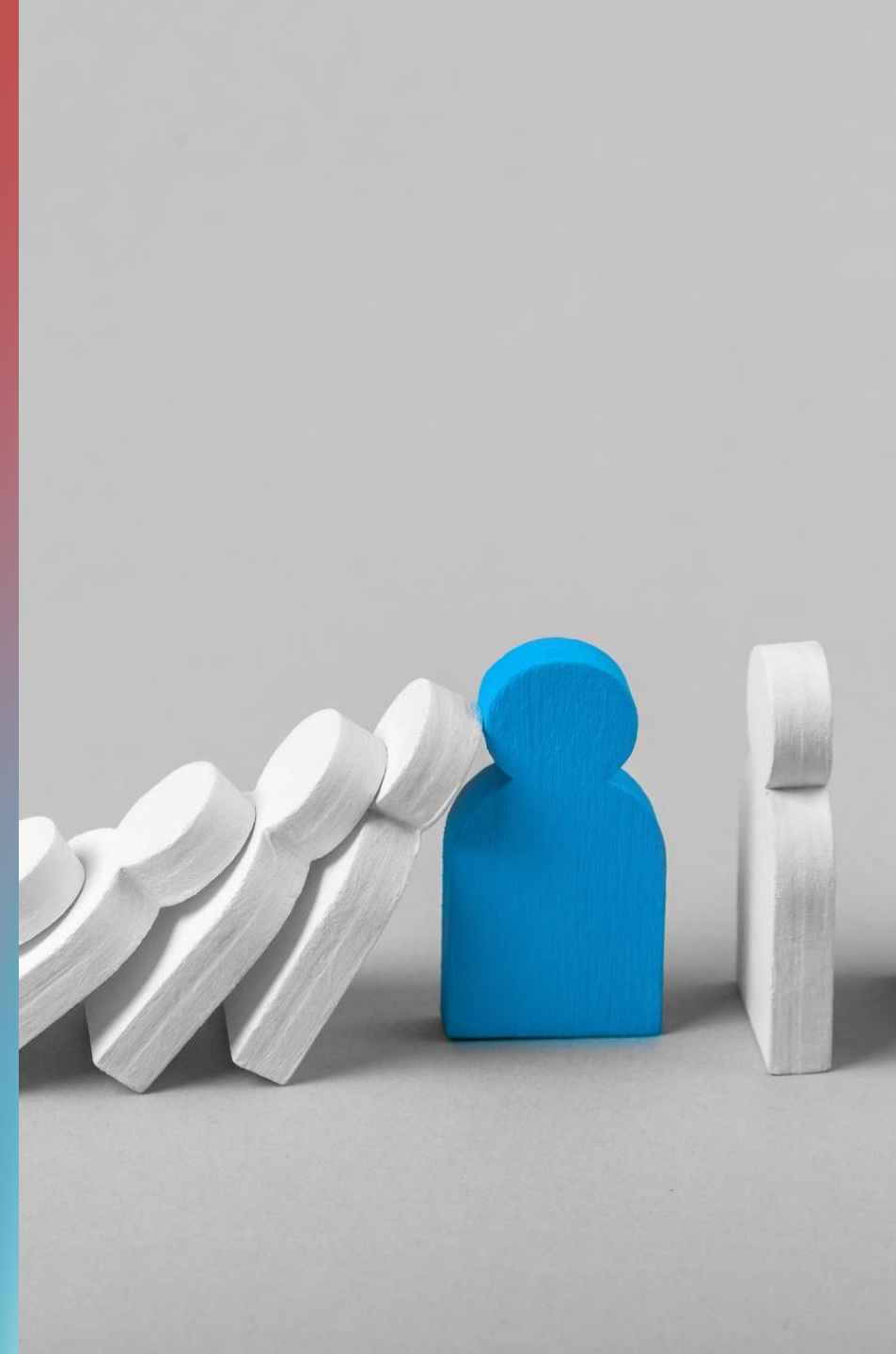
The Need for Resilience for Grit Leadership

Resilience is the ability to bounce back from a tough challenge, to traverse a difficult time without imploding and to emerge in a similar or better state.

- Importance for Grit Leadership:
 - Adaptability: Capacity to adjust one's behavior or approach in response to changing circumstances.
 - Optimism: Maintain positive outlook and recognizing opportunities amidst challenges.
 - Personal Growth: Recognizing that ability to lead with confident can-do approach builds long-term team commitment.

“When everything seems to be going against you, remember that the airplane takes off against the wind, not with it.”

– Henry Ford





The Need for Initiative for Grit Leadership

Initiative is about being proactive; overcoming inertia and taking action in pursuit of a goal.

- Importance for Grit Leadership:
 - Forward Moving: Seek out opportunities to learn and grow.
 - Take Action: Seemingly minor decisions and actions lead to small wins.
 - Outcome Focus: Small wins kicks in the psychology of achievement.

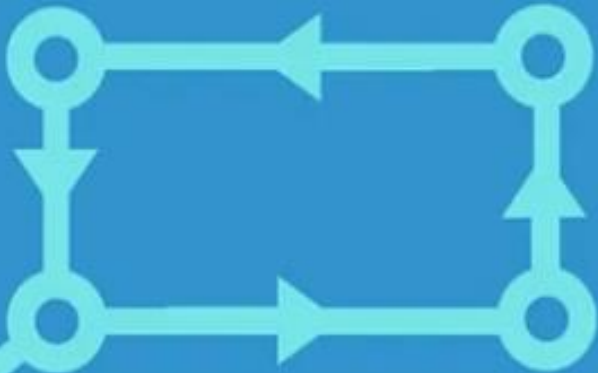
“Without initiative, leaders are simply workers in leadership positions.

– Bo Bennett

Persistence

Tenacity

VS



Miki Shelton

Tenacity is the ability to persevere under extreme circumstances. Tenacity brings out the Strategic thinker, looking for a better way. It is that voice that says, “keep going”.

The need for Tenacity for GRIT Leadership

- Importance for Grit Leadership:
 - Focused: Ability to see beyond short-term setback and envision long-term goals.
 - Committed: Ability to withstand impact of disappointment rather than succumb to the temptation to quit.
 - Personal Growth: Looks beyond the obstacle and sees opportunity. Gives the confidence and determination to find a way, even if they currently don't know how.



Developing GRIT:

Rome wasn't built in a day, and neither is GRIT.

- Identify Passion and Strengths
- Set Long-Term Goals
- Embrace Challenges
- Think Systematically -- Small Wins
- Maintain Purpose
- Self-Accountability

Developing a Gritty Team

Lead by
Example

Demonstrate grit through actions and decision-making.

Encourage
Perseverance

Recognize and reward persistence in your team.

Provide Support

Offer resources and support to help team members overcome challenges.

Gritty Leaders maintain a continued sense of meaning and purpose in their work.

GRIT Leadership Recap



Every cell in your body is instructed by your internal dialogue. Words Matter!

GRIT is a muscle exercised through Choice. It is Passion + Perseverance and a greater predictor of success than talent.

The “Secret Sauce” of Great Leaders:

Growth Mindset – **R**esilience – **I**nitiative – **T**enacity

GRIT Leadership is about mattering in other people’s lives by striving for excellence.

“People will forget what you said, forget what you did. But will never forget how you made them feel.”

– Maya Angelou

You have the 'Secret Sauce' to Lead with GRIT!

Resources:

- Book: "Grit: The Power of Passion and Perseverance" by Angela Duckworth
- Book: "Mind your Mindset" by Megan Hyatt Miller and Michael S. Hyatt
- Blog: Lead with Grit: How Leadership Coaching Can Help you Develop Resilience and Drive. HONE, July 10, 2023
- Article: Sheryl Sandberg's Response to Life's Crushing Blows Is Grit and Resilience, by Lauren Ruef, Entrepreneur Daily, Sept 20, 2017.
- Article: Grit, Resilience, and Success: The Psychology Behind Achieving Goals; by Marshall Stanton, May 1, 2023

OH!!!

GRIT