**Video Title:** Grit by Angela Duckworth/Animated Core Message

**Video URL:** [**https://www.youtube.com/watch?v=sWctLEdIgi4**](https://www.youtube.com/watch?v=sWctLEdIgi4)

**Run Time/Source:** 6:18, Productivity Game/YouTube

**Close Caption Available:** Yes

This video highlights the research of professor and psychologist Angela Duckworth about how grit is the biggest predictor of long-range achievement. Much of the information about grit presented on pages 144-145 of the text is based on the same research. Grit refers to a long-term focus on attaining a goal, and Duckworth believes that grit is more important than talent for achieving goals. She presents two formulas: Skill x Effort = Achievement and Talent x Effort = Skill. Grit is long term effort.

The positive message for motivation is that we can all grow our grit if we implement four tactics. First, develop a fascination for some activity or thought, such as pursuing a new product idea. Second, strive for daily improvement, even if the improvement is quite small. Third, create a higher purpose, such as your new product making the workplace safer for thousands of people. Fourth, have a growth mindset. Believe that you are capable of learning new things and developing new ideas.

A key theme to Duckworth’s research is that we have to keep pushing your abilities because this determination can trump talent. (Yet, you have to be realistic about how the limits to your talents. For example, you might be able to develop a successful small business, but it is a stretch to think that you will become as successful as Jeff Bezos has been with Amazon.)

*Question for Thought and Discussion*

1. In what way does this video support the idea that grit is linked to intrinsic motivation?

2. Why is creating a greater purpose linked closely with grit?

3. Give an example from your own life of how you could make a daily improvement even if the improvement seems quite small.

4. What other concept in organizational behavior seems to be almost the same thing as “develop a growth mindset”?

5. To what extent do you think the power of grit might be exaggerated?