

# Becoming a Gritty Leader

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Grit is passion and perseverance for long-term goals. All high achievers have some level of skill or ability with their craft, but it's their grittiness that sets them apart.

Angela Duckworth's research started from a single question, "Why do some people succeed and others fail?" In her quest, she found that grit is the single biggest determining factor to success. She's also discovered scientific evidence for how you can increase your own level of grit over time: through practice!

However, practice is about quality, not quantity. Gritty people engage in deliberate practice, which consists of three steps: breaking down your overall performance into tiny pieces and practicing one piece at a time, applying 100% focus, and seeking feedback.

Individuals with grit reflect on feedback and do something about it instead of receiving it as criticism. Those with grit also have an inner circle around them that won't let them quit on a bad day.

## MAIN POINTS

**1. Develop your interests.** You can't get great at something without being obsessed with it.

**2. Practice deliberately.** Break the work down into smaller pieces so that you can focus with intent.

**3. Cultivate purpose.** You'll be more motivated if your skill is a part of something larger than you.

**4. Adopt a growth mindset.** Realize that you're never too old to improve or learn new things.

**“If you want to get grittier, seek out places with cultures that embody passion and purpose to longtime goals.”**