Understanding and Developing GRIT

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Something you once believed to be 100% true, but isn’t.

• How did you come to believe that?
Talent

• What is talent?
• Who has it?
• How can it be identified?
Talent

Bell Curve of Approximate IQ Scores
as pertains to American Mensa's testing program

68
2nd percentile

85
16th percentile

115
84th percentile

132
98th percentile

Delayed  Low average  Average  High average  Gifted

68 percent of the population fall between 85 and 115
Talent
Talent is...

...the rate at which you acquire skill with effort.

• Talent is Not Equally Distributed.

Talent × Effort ≡ Skill
1. Being talented doesn’t mean you’ll show up.

• Talented people are everywhere, however...

• At best: No correlation between talent and effort.

• More often: More talented people are at a higher risk of quitting

• Talent is not predictor of initiating or maintaining effort.
2. Being talented doesn’t mean you’ll do what it takes when you do show up.

• Talent does **Not** predict quality of effort.

**Skill × Effort ≡ Achievement**
Effort Counts Twice

• Effort is required for (1) Acquiring skill and (2) Applying skill.
James 1:2-3

1 Count it all joy, my brothers, when you meet trials of various kinds,
2 for you know that the testing of your faith produces steadfastness.
3 And let steadfastness have its full effect, that you may be perfect and complete, lacking in nothing.
4 If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given him.
5 But let him ask in faith, with no doubting, for the one who doubts is like a wave of the sea that is driven and tossed by the wind.
6 For that person must not suppose that he will receive anything from the Lord.
7 He is a double-minded man, unstable in all his ways.
8 Let theProverb 21:10 Proverb 21:10 Let the lowly brother boast in his exaltation.
9 James, a servant of God and of the Lord Jesus Christ, To the twelve tribes in the Dispersion: Greetings.
Grit is…

Passion and perseverance for long-term objectives.

- What drives **Effort**
- One of the most common characteristics of successful people
- One of the strongest predictors of lifetime achievement
- A characteristic we can all benefit from
  - Especially younger Millennials
- More consistent performance
- Increased enjoyment
GRIT

Interest
- Grows Over Time
- Comes and Goes

Purpose
- Clear “Why”
- Impact on Others’ Lives

Practice
- Deliberate Practice
- Make it Fun for Young*

Hope
- Belief System(s)
Beliefs -> Meaning -> Priorities, Values, Focus, Deeper Beliefs -> Behavior
Fixed Mindset

Belief: Ability is a fixed trait and cannot be changed.

"Some people are just special or naturals"

You have a certain amount of ability and that's that.

"You are who you are. People don’t change."

Growth Mindset

Belief: Ability is a quality that can be developed with continued effort.

"No matter who you are, you can get better."

"Hard work and dedication lead to success."

"We can develop anything set of skills. People can change."
**Fixed Mindset**

- **Priorities**
  - Look Talented
  - Never Look Bad

- **Focus**
  - Outcomes
  - Other’s Opinions

- **Experience**
  - Fear of Failure
  - Entitlement
  - Anxiety
  - Frustration
  - Jealousy

- **Behaviors**
  - Avoid Challenges
  - Inconsistent Effort
  - Give Up Easily
  - Avoid Feedback
  - Blame, Complain, Make Excuses
  - Bend the Truth
  - Avoid Risk

- **Values**
  - Ease
  - Comfort

- **Deeper Beliefs**
  - 1. Success should come naturally
  - 2. Self ≠ Craft

**Growth Mindset**

- **Priorities**
  - Learning
  - Getting Better

- **Focus**
  - Process
  - Themselves

- **Experience**
  - Excitement
  - Humility
  - Confidence
  - Composure
  - Fulfillment

- **Behaviors**
  - Embrace Challenges
  - Consistent Effort
  - Embraces Challenges
  - Welcomes Feedback
  - Take Ownership
  - More Honest
  - Approach Competitive Risk

- **Values**
  - Effort
  - Delayed Gratification

- **Deeper Beliefs**
  - 1. Success comes from effort
  - 2. Self ≠ Craft
Developing Grit in Others...

1. Update Our Own Beliefs About Talent/Ability
   • Adopt a Growth Mindset

2. Introduce Better Beliefs
   • You’re Only as Gritty as Your Beliefs Allow

3. Provide Evidence
   • Demonstrate What Grit Looks Like
   • Provide Examples With the Whole Story

4. Recognize and Celebrate Effort over Easy
   • Catch them Giving Genuine Effort
   • Over-Value Effort and Under-Value Talent, and Why
Developing Grit in Others...

5. **Use Gritty Language**
   - Avoid Fixed Praise: Talented, Smart, Special, Gifted...
   - Use Growth Praise: Hard-Working, Committed, Focused...

6. **Decouple Self & Craft**
   - Self-Worth and Personal Value are Not at Stake
   - Highest Standard: Give Your Best Effort

7. **Be Patient...**
   - Grit is Gradual and Counter-Cultural
Grit Resources

Mindset – Carol Dweck

Grit – Angela Duckworth

Coach Up – Greg Shelley

Bullseye Mind – Raymond Prior

Peak – Anders Ericsson
References


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As one of the country’s top performance consultants, Raymond has nearly a decade of experience educating athletes and coaches about building mental toughness. With his unique experiences, education, and a passion for helping others pursue the limits of their potential, Raymond takes a refreshing approach to mental training.

Raymond works with athletes, teams, and coaches at professional, Olympic, NCAA, amateur, and youth sport levels. His clients include professional athletes, Olympic Gold Medalists, individual and team National Champions, National Coach of the Year Award winners, individual and team Conference Champions, and countless NCAA All-Americans in a variety of sports.

Raymond has a firm commitment to growing sport shooting in its many disciplines and he continues to provide peak performance training to many college shooters and teams, including the 19-time National Champion West Virginia University Rifle team, Olympic level shooters domestically and internationally, and shooters of all levels who want to enjoy shooting more and perform at their best.