

# Grit – New Skill Employers Want

## What is grit?

Grit is the ability to keep going and stick with a goal even when you experience roadblocks or failure – while keeping a positive attitude.

Talent and smarts are good skills — but to succeed, workers need the skill of grit. In fact, workers with grit often get more raises and promotions than talented and smart workers who are lazy (the opposite of grit). Without grit, talents and smarts remain unused.



## What personality traits help me have grit? Grit is a combination of several personality traits:

Passion — Enjoy what you do and want to do it well.

Motivation — Desire and willingness to do something

Perseverance — Ability to keep going and going (like the Energizer bunny)

Resilience – Ability to bounce back, get up, and try again after failure

Discipline – Ability to do what needs to be done without being told to do it.

Optimism — Ability to look on the positive side of situations, people, and problems

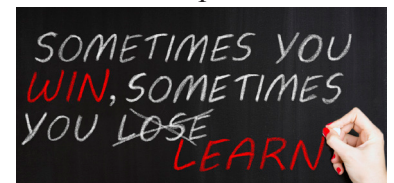


## Do employers test for grit?

Some employers test for grit. Who are these employers? The military! Grit testing comes during Boot Camp — and extreme grit testing is used to select recruits for Special Forces such as Navy Seals; Army Green Beret and Delta Force; Marine Raiders and Force Recon; and Air Force Pararescue.

## Why do employers want job seekers with grit?

New hires with grit have higher chance of success, promotion, and of becoming a leader such as shift leader, assistant manager, or manager. Grit is a type of mental toughness that gives workers the skill to work gracefully (pleasingly and politely) through a difficult situation or customer. Also, grit is the skill to view the difficult situation and customers as a learning experience instead of failure. Grit helps new hires learn their job tasks. Grit helps workers enjoy learning new tasks. Grit helps workers do what needs to be done even when the supervisor is not watching.



## What is a "grit attitude"?

Job seeker without grit: If that employer didn't hire me, no one will.

Job seeker with grit: That job interview was great practice for my next interview.

Worker without grit: I don't want to talk to that customer ever again.

Worker with grit: I look forward to making that customer a friend who likes our store.

## What do employers look for to see grit on my job application?

Job seekers with grit joined a club or sports and stuck with it for at least 2 years.

Job seekers with grit participated in volunteer work or hobby for at least 2 years.

Job seekers with grit stuck with something for at least 2 years.



**What interview questions do employers ask to discover my grit?**

**Q: Tell me of a time when you failed and what you did about it.**

A: I failed algebra the first time, then I found a tutor and studied 3 hours per day, and got a B grade when I retook the class.

A: At the karate tournament, I failed to make it to the finals. I practiced hard for two months, and during the next tournament, I made it to the finals and won a trophy.



**Q: Tell me about a long-term project you stuck with and finished.**

A: I restored a 1960s Chevy truck engine and body. I take the truck to car shows now.

A: I worked with the yearbook staff to put together a wonderful yearbook for our school.

**Q: Tell me about a time you faced a challenge.**

A: I put together a slide show for my brother's graduation from junior high school. I gathered the slides, put them in order, then provided music to go with the slide show. The slide show was a big hit at the graduation party.



**Q: Tell me about something you love to do and why.**

A: I love to design clothes because it is creative and is a challenge to select correct fabric, cut the pattern correctly, then sew the item together.

A: I am learning to draw with color pencils because I want to learn to create realistic portraits of children to sell to their parents in the future.

**How do I learn grit?**

**Enjoy** practice, practice, and more practice to become better at something.

**Understand** that success takes time and failure is a stepping stone to success.

**Always** forgive yourself, then start again. **Develop** the skill to spot something good in a difficult situation or person. **Discover** the purpose (reason it is good) for everything you do.

**Know** that your grit is the main ingredient in the following formula:

$$\begin{aligned} &\text{Your Talent times } \mathbf{Your\ Grit} = \text{Your Skills} \\ &\text{Your Skills plus } \mathbf{Your\ Grit} = \text{Your Achievement \& Success} \end{aligned}$$



**QUICK CHECK:**

1. What is grit?
2. What 2 things do workers with grit get than talented and smart workers who are lazy?
3. Define the following words: a) Passion. b) Motivation. c) Perseverance. d) Resilience. e) Discipline. f) Optimism
4. Which employers test for grit?
5. New hires with grit have higher chance of what 3 things?
6. List 2 words that define "gracefully."
7. Grit gives the skill to view difficult situation and customer as what?
8. Give one example of: a) What a job seeker without grit may think. b) What a job seeker with grit will think.
9. What do employers look for to see grit on your job application?
10. Give a good answer to the following interview questions about grit: a) Tell me of a time when you failed and what you did about it. b) Tell me about a time you faced a challenge. c) Tell me about something you love to do and why.
11. To learn grit: a) What do you enjoy? b) What do you understand? c) What do you always do? d) What do you develop? e) What do you discover? f) What do you know?
12. Think of the people you know at school. List 3 people (students or staff) that you think have grit, and what each does to show grit.
13. a) Do you think that you can learn to have grit? b) Give a reason for your answer.