



Leadership Trait Resources

Further Resources:

If you would like to continue learning about any of the topics discussed today, start your search with the resources below.

Remember, challenge yourself with **small** and **meaningful** goals!

SuperBetter –

www.superbetter.com



The Good Life Project –

www.goodlifeproject.com



TED Talks –

www.ted.com



Brene Brown –

[Power of Vulnerability](#)

Angela Lee Duckworth –

[The Key to Success: Grit](#)

Jane McGonigal –

[The Game that Can Give You 10](#)

[Extra Years of Life](#)

Dan Pink –

[The Puzzle of Motivation](#)

Time Management Ninja -

<http://timemanagementninja.com/>

#5 - Observant	
Effects	Ways to Improve
<ul style="list-style-type: none"> Improved workplace safety More employee recognition Better new hires Providing child support safely 	<ul style="list-style-type: none"> Watch for and use body language Train on Domestic and Workplace Violence Balance 'Balcony & Dance Floor' management Practice people watching <ul style="list-style-type: none"> UCLA Health http://marc.ucla.edu/ Pay attention to acquaintances
#4 - Magnanimous	
Effects	Ways to improve
<ul style="list-style-type: none"> Improved customer service More program participation and compliance Better employee retention and motivation Good leaders increases productivity More ethical employees Respectful writing increases compliance 	<ul style="list-style-type: none"> Practice humanizing those who frustrate you by visualizing Praise everyone honestly & evenly Find ways for others to 'shine' Practice respectful writing and show interest & concern Be quick to forgive by focusing on the lesson not the mistake
#3 - Accountability	
Effects	Ways to improve
<ul style="list-style-type: none"> More accountability reduces unproductive behavior Avoid 'Leader Burnout' Employees gain new skills & habits Improved Customer Service 	<ul style="list-style-type: none"> Practice more accountable language and responses Set transparent and meaningful goals Avoid and prohibit 'playing the victim'
#2 - Efficient	
Effects	Ways to improve
<ul style="list-style-type: none"> Use less time Use less money 	<ul style="list-style-type: none"> As a Manager – Focus on your team's weakness: Time wasting vs. Bottlenecks As an Individual – Focus on skill mastery for motivation Avoid time wasters Practice lateral thinking
#1 - Grit	
Effects	Ways to improve
<ul style="list-style-type: none"> Improved individual performance Greater chances at promotion Better team role models Highest indicator of future success 	<ul style="list-style-type: none"> Challenge yourself Define success for you by creating personal goals Train your brain to think positively Learn from your failures & listen to performance feedback Don't shy away from experience



12-Item Grit Scale

Directions:

Here are a number of statements that may or may not apply to you. For the most accurate score, when responding, think of how you compare to most people -- not just the people you know well, but most people in the world. There are no right or wrong answers, so just answer honestly!

Scoring:

For questions 1, 4, 6, 9, 10 and 12 assign the following points:
5 = Very much like me
4 = Mostly like me
3 = Somewhat like me
2 = Not much like me
1 = Not like me at all

For questions 2, 3, 5, 7, 8 and 11 assign the following points:
1 = Very much like me
2 = Mostly like me
3 = Somewhat like me
4 = Not much like me
5 = Not like me at all

Add up all the points and divide by 12. The maximum score on this scale is 5 (extremely gritty), and the lowest score on this scale is 1 (not at all gritty).

Duckworth, A.L., Peterson, C., Matthews, M.D., & Kelly, D.R. (2007). Grit: Perseverance and passion for long-term goals. *Journal of Personality and Social Psychology*, 9, 1087-1101.

1. I have overcome setbacks to conquer an important challenge.

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

2. New ideas and projects sometimes distract me from previous ones.*

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

3. My interests change from year to year.*

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

4. Setbacks don't discourage me.

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

5. I have been obsessed with a certain idea or project for a short time but later lost interest.*

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

6. I am a hard worker.

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

7. I often set a goal but later choose to pursue a different one.*

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

8. I have difficulty maintaining my focus on projects that take more than a few months to complete.*

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

9. I finish whatever I begin.

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

10. I have achieved a goal that took years of work.

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

11. I become interested in new pursuits every few months.*

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all

12. I am diligent.

- a. Very much like me
- b. Mostly like me
- c. Somewhat like me
- d. Not much like me
- e. Not like me at all