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HOW TO

# Assess and Define Grit

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LEARN THE 4 KEY ATTRIBUTES COMPANIES ARE LOOKING FOR

# Grit

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## Adaptability

*(noun)*: able to change or be changed in order to fit or work better in certain situations or for some purpose; able to adapt or be adapted.

## Resilience

*(noun)*: the capacity to recover quickly from difficulties. In other words, the ability to bounce back after adversity or disappointment, or being able to manage and adapt to sources of stress or adversity.

## Perserverance

*(noun)*: persistence in doing something despite difficulty or delay in achieving success. Often associated with a steadfastness on mastering skills or completing a task and having a commitment to learning.

## Courage

*(noun)*: mental or moral strength to venture, persevere, and withstand danger, fear, or difficulty.



# Adaptability

What 2 or 3 trends in our industry might disrupt our work, and how should we go about meeting these changes?

Tell me about a time when you were asked to do something you had never done before. How did you react? What did you learn?

ATTRIBUTES

REDEFINES MOTIVATION  
OBSERVES AND LEARNS  
ASKS QUESTIONS  
OFFERS ALTERNATIVE SOLUTIONS  
MAKES EASY TRANSITIONS  
STAYS CALM AND CONFIDENT  
ACQUIRES NEW SKILLS

# Resilience

When was the last time you got really stressed at work? What did you do to overcome it or cope?

Tell me about a time when someone else put pressure on you. How did you handle it? What did you do?

ATTRIBUTES

POSITIVE ATTITUDE  
CONFIDENCE AND CALMNESS  
A WILLINGNESS TO ASK FOR HELP  
EMPATHY AND UNDERSTANDING  
PERSISTENCE AND DETERMINATION

# Perserverance

What has been the biggest obstacle you've overcome in your life and career?

When you found yourself faced with this obstacle what steps did you take to begin overcoming this challenge?

ATTRIBUTES

STEADFASTNESS  
COMMITMENT

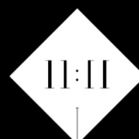
# Courage

What's the biggest mistake you've ever made at work? What did you learn?

Tell me about a time that you strongly disagreed with your manager. What did you learn?

ATTRIBUTES

SELF CONFIDENCE  
CONVICTION  
INTEGRITY  
LEADERSHIP  
COMPASSION  
ACTION



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