

The Real Not-So-Secret To Success



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Have You Ever Felt:

- Discouraged?
- Defeated?
- Alone?
- Despair?
- Ready To Give Up?

Have You Ever Been...

- Really, Really, Tired?
- Afraid Of What's To Come?
- Alone?
- Friendless?
- Loveless?

Welcome To The Club!!!



YOU-ARE NOT ALONE!!!



The Not So Secret, Secret?



“Grit”

The Truth About What Motivates Us?

- From: “Drive”
 - The best predictor of success, researchers have found, was the prospective cadets’ ratings on a non-cognitive, non-physical trait known as “grit” - defined as “perseverance and passion for long-term goals.”

Conclusion:

Persistence Beats Smarts.

...EVERYTIME.

Grit: The Power Of Passion And Perseverance

“...high but not the highest intelligence, combined with the greatest degree of persistence, will achieve greater eminence than the highest degree of intelligence with somewhat less persistence.”

Developing Grit:

Facts:

First: You all have the “G.G.”

“Grit Gene”

Second: You can all develop your “G.G.”
to a very high level!!!

How?

1. Pursue What Interests You.

A. Interest development.

B. Fall in “love” with something.

C. Think about it more. And more.
And more...

How? Continued

Wrong Conclusion:

- Sit and ponder your passion?

Correct Conclusion:

- Get up, get out, get going - TRY SOMETHING!

Suggested Help:

- Find A Role Model.
 - Mentor
 - Teacher
 - Someone who is doing at a very high level what YOU want to do at a very high level!

“...often interest precedes the development of talent. It’s a coach or teacher who really makes something exciting to be involved in that leads you to put in the practice necessary to become an expert at it.”

2. Practice, Practice, Practice

- Hard work develops skill.
- More likely to stick with it.

Key: “Deliberate Practice”

- Sure way, remove weakness,
and improve.

Navy SEALs do this...

- Debrief after every mission.
- Discusses their planning, what happened, and spend 90% of their time on what they can do better next time.

“When you go out on a mission, you always acknowledge your successes but much more important than that you take a hard look at your failures and are willing to accept criticism. One of the key strengths of the SEAL Teams is the culture of constant self-improvement. No one ever says, ‘That’s good enough.’ On almost every real world mission I was on - even the most successful ones - we spent 90% of our post-mission debrief focusing on what we did wrong or could have done better.”

Deliberate Practice...

- Is not easy.
- It's INTENSE!!!

“How” To Succeed At It?

- Turn in into a “game.”

“Many people don’t recognize that what they’re doing at BUD/S is assessing your ability to handle a difficult circumstance and keep going. It’s a game. If you want to be a Navy SEAL, you’ve got to play that game. You’ve got to have fun with it and you’ve got to keep your eye on the bigger picture.”

3. Find Purpose

- Difference between hard work and Grit?
 - “Meaning!”
- “How is what you do important to others?”

It's Not A Job, It's A Life!

“Three bricklayers are asked, ‘What are you doing?’ The first says, ‘I am laying bricks.’ The second says, ‘I am building a church.’ The third says, ‘I am building the house of God.’ The first bricklayer has a job. The second has a career. The third has a calling.”

Bottom Line:

- Helping others builds YOUR Grit.
- It makes you “love” what you do.
- Achieve a higher level of job satisfaction.
- And “life” satisfaction.
- You are now on an “upward spiral” to success...
- Great work is more satisfying than average work.

4. Have Hope

- Tuff
- “Active” hope!!!

“One kind of hope is the expectation that tomorrow will be better than today. It’s the kind of hope that has us yearning for sunnier weather, or a smoother path ahead. It comes without the burden of responsibility. The onus is on the universe to make things better. Grit depends on a different kind of hope. It rests on the expectation that our own efforts can improve our future. ‘I have a feeling tomorrow will be better’ is different from ‘I resolve to make tomorrow better.’ The hope that gritty people have has nothing to do with luck and everything to do with getting up again.”

Hope Is:

- A dynamic cognitive motivation system.
- An offering of a challenge or opportunity for growth.
- ★ Lose control over your environment and you will fail.

Develop Hope:

- Have a “growth” mindset.
- Be “optimistic!”
- Abilities aren’t “fixed.”
- Don’t focus on innate talent.
- If you believe, you can get better at **ANYTHING!!!**

Finally: 5. Join A Gritty Group!

You become who you hang with.

“If you want to become a great swimmer, you should join a great team.’ I really didn’t understand what he meant, but he unpacked that a little bit. He said, ‘Look, I’m not a particularly industrious guy, but I’m hanging out with all these hardworking faculty, reading papers, writing papers, and I will just fall in line with the rest of them because that’s what people do, we conform.’ He said, ‘If you want to be gritty, hang out with gritty people.’”

The Power Of Passion And Perseverance

- Over time, “group” norms become our “own.”
- We internalize these “group” norms.
- “The way we do things around here and why” eventually becomes “the way I/we do things and why.”

Summary

1. Pursue what interests you.
2. Practice, practice, practice.
3. Find purpose.
4. Have hope.
5. Join a gritty group!

Special Credit To:

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and Perseverance.”

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