

GROWING GRIT IN A TEAM



TEAM GRIT = a team's ability to pursue long-term goals with **passion** and **perseverance** in the face of obstacles and setbacks

HOW CAN I HELP MY TEAM GROW IN GRIT?*

*Bernardy, V., & Antoni, C. H. (2021). With grit to innovative teams? A theoretical model to examine team grit as a team innovation competence. *Gruppe. Interaktion. Organisation. Zeitschrift für Angewandte Organisationspsychologie (GIO)*, 52(1), 65-78.



CULTIVATE A SUPPORTIVE ENVIRONMENT

- Create a team culture where members support and motivate each other
- Encourage respect and psychological safety so team members can take risks and learn from failures without fear of judgment

SET A COMPELLING VISION

- Define a shared vision that inspires and motivates team members
- Each member should know how their individual goals align with the long-term goals of the team

DEVELOP CLEAR, MEASUREABLE GOALS

- Define challenging goals that take perseverance and resilience to complete
- Make goals specific and measureable so that team members can monitor progress

FOSTER A GROWTH MINDSET

- Encourage team to embrace challenges, seek feedback, and invest in continuous learning
- Encourage team to believe that abilities can be developed through dedication and effort

PROVIDE FEEDBACK AND SUPPORT

- Provide constructive feedback that focuses on learning from setbacks and mistakes
- Teach problem-solving skills like anticipating problems, adapting to change, and finding creative solutions

BUILD TEAM CONFIDENCE & COMPETENCE

- Celebrate team members' efforts, resilience, and perseverance, not just their achievements
- Acknowledge and reward the process and progress made

THOUGHT QUESTIONS:

- What are team leaders doing well in each of these areas? What can they do better?
- What teams are the most "gritty" at your organization? What can be learned from their example?
- How can leaders set the example in displaying passion and perseverance in their work?

