

# COACH KIRK FLATOW



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- USA Track & Field Level 3 Coach
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- Monta Vista High School, Head Cross and Track coach since 2011 (27 seasons)
- Johns Hopkins University, Assistant Track Coach 2024
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- Senior Vice President, Licensing & Business Development, Tessera Technologies
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- Co-Founder, nCHIP Technologies
- Consultant, Bain & Company

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MONTA VISTA ATHLETICS  
CHARACTER LAB

# INTRODUCTION TO GRIT

<https://www.mvrunning.com/wp-content/uploads/2024/09/Session-1-Handout.pdf>



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**HOW WOULD YOU DESCRIBE GRIT?**



[https://youtu.be/doqS35FfcUE?si=\\_\\_-x5WacCEdSgngg](https://youtu.be/doqS35FfcUE?si=__-x5WacCEdSgngg)

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**WHAT DO HIGH ACHIEVERS HAVE IN COMMON?**


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**Grit** is the passion and perseverance for long-term goals.  
~Angela Duckworth

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I have always maintained that...men did not differ much in intellect, only in zeal and hard work.”  
-Charles Darwin

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**CATHARINE  
COX MILES**  
STANFORD  
STUDY OF 301  
“GENIOUSES”

- The tendency not to abandon tasks from mere changeability.
- Not seeking something fresh for the sake of novelty.
- Not simply looking for a change.
- The tendency not to abandon tasks in the face of obstacles.
- **Perseverance.**
- **Tenacity.**
- **Doggedness.**



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**ANGELA  
DUCKWORTH  
AND GRIT**



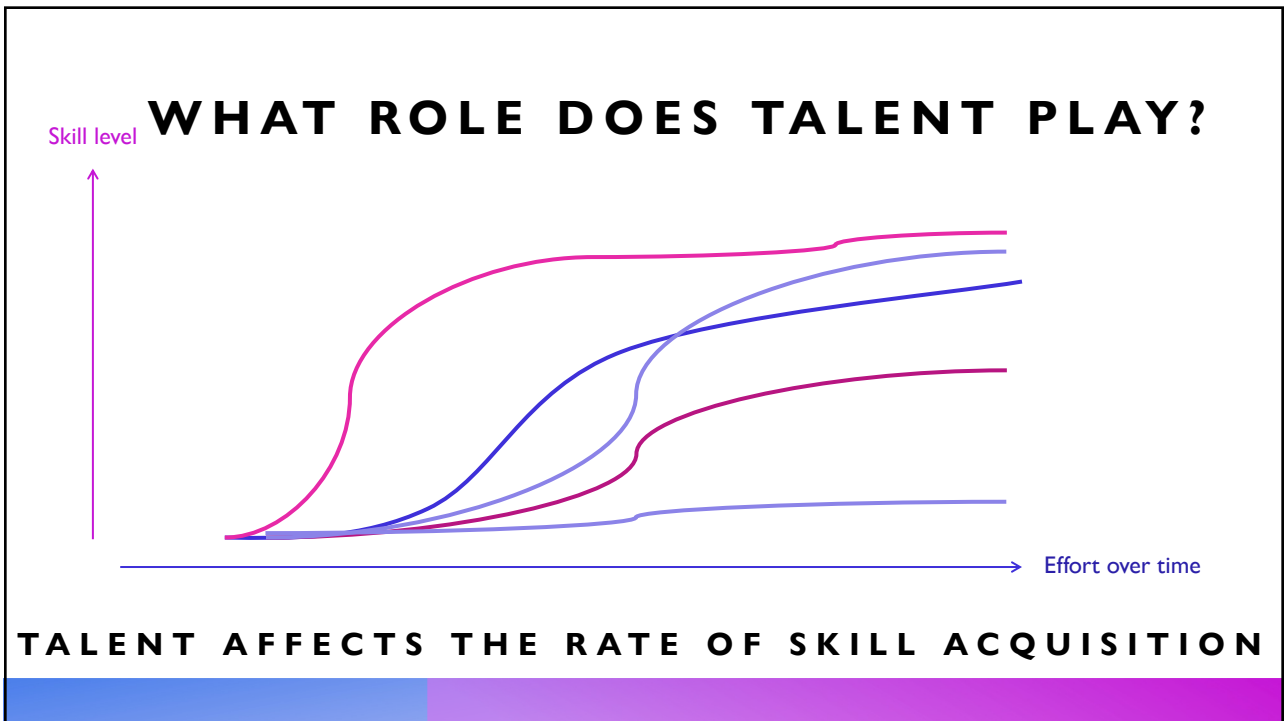
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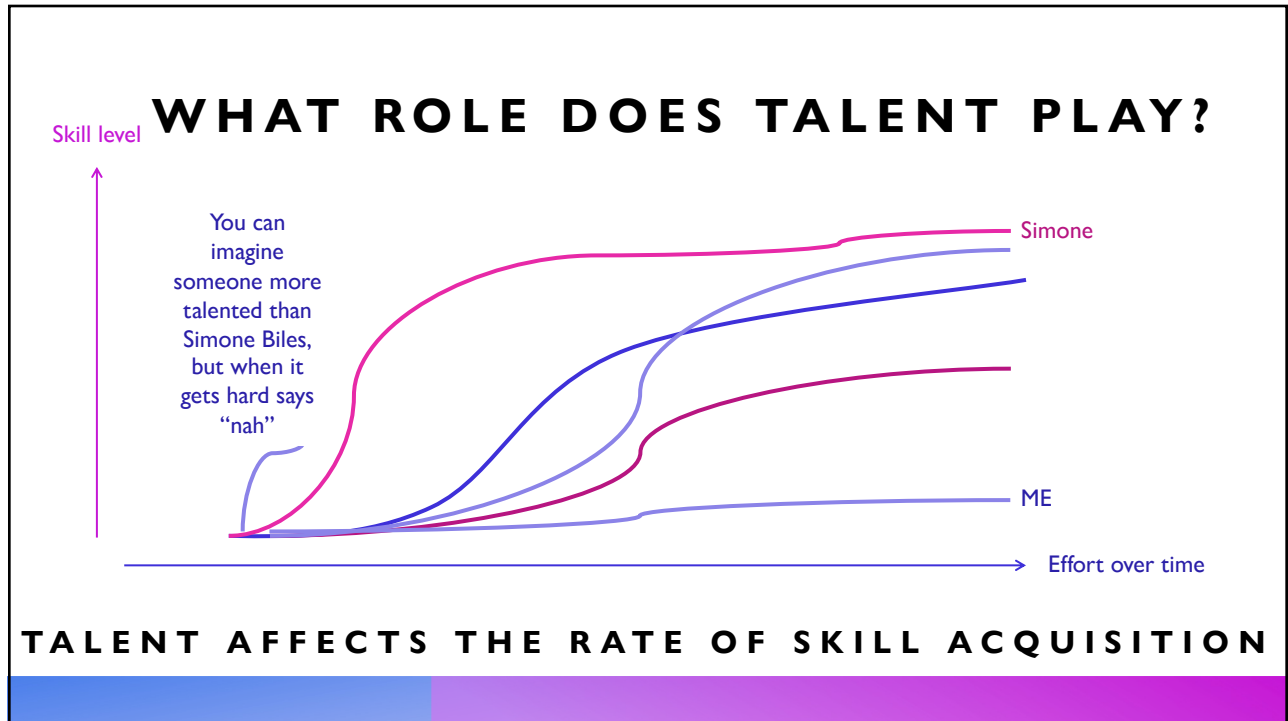
## TALENT

Talent is a natural aptitude or skill that enables an individual to perform a task or activity exceptionally well with relative ease.

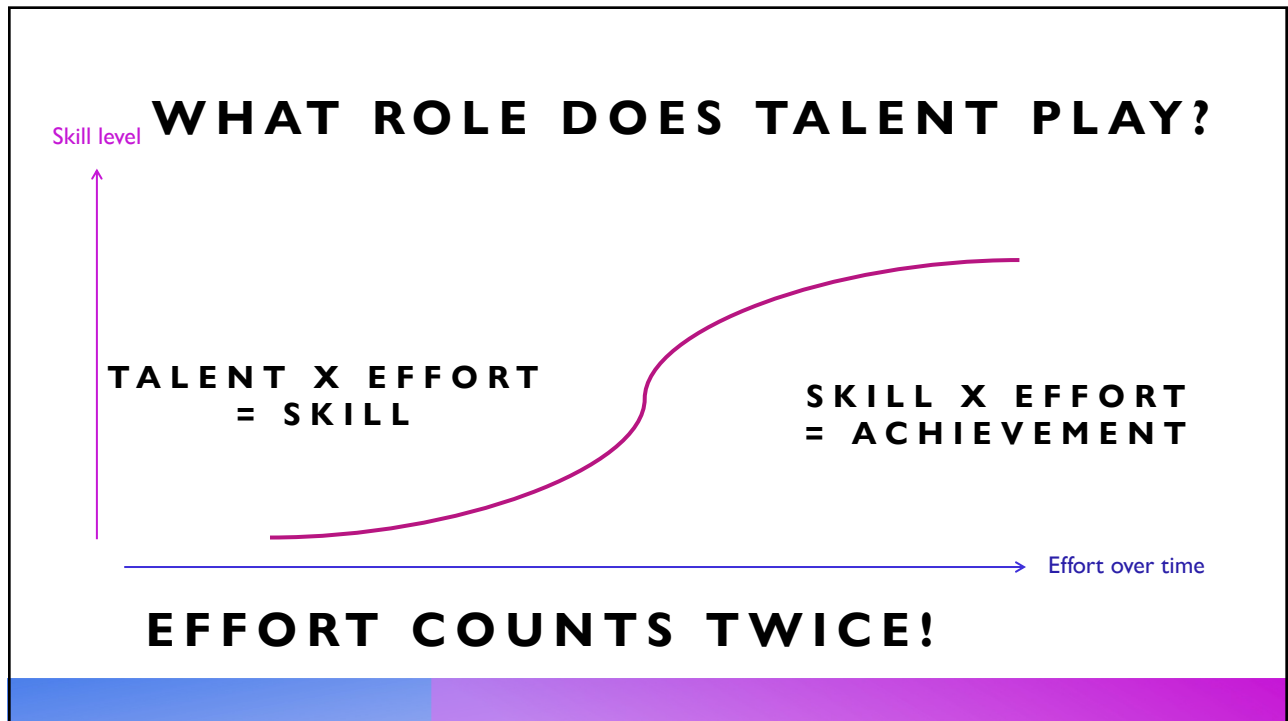
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**Let's take 2 minutes to discuss...**

When I think about talent and effort when I am trying to achieve something....

Here is what surprised me about what we just learned...

Here is what DIDN'T surprise me about what we just learned...

That's so interesting! Tell me more. For me...

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**TALENT MATTERS, BUT  
PASSION AND  
PERSEVERANCE MAKE  
AS MUCH OR MORE OF A  
DIFFERENCE**

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Angela Duckworth's research shows that talent and grit **are not** correlated...



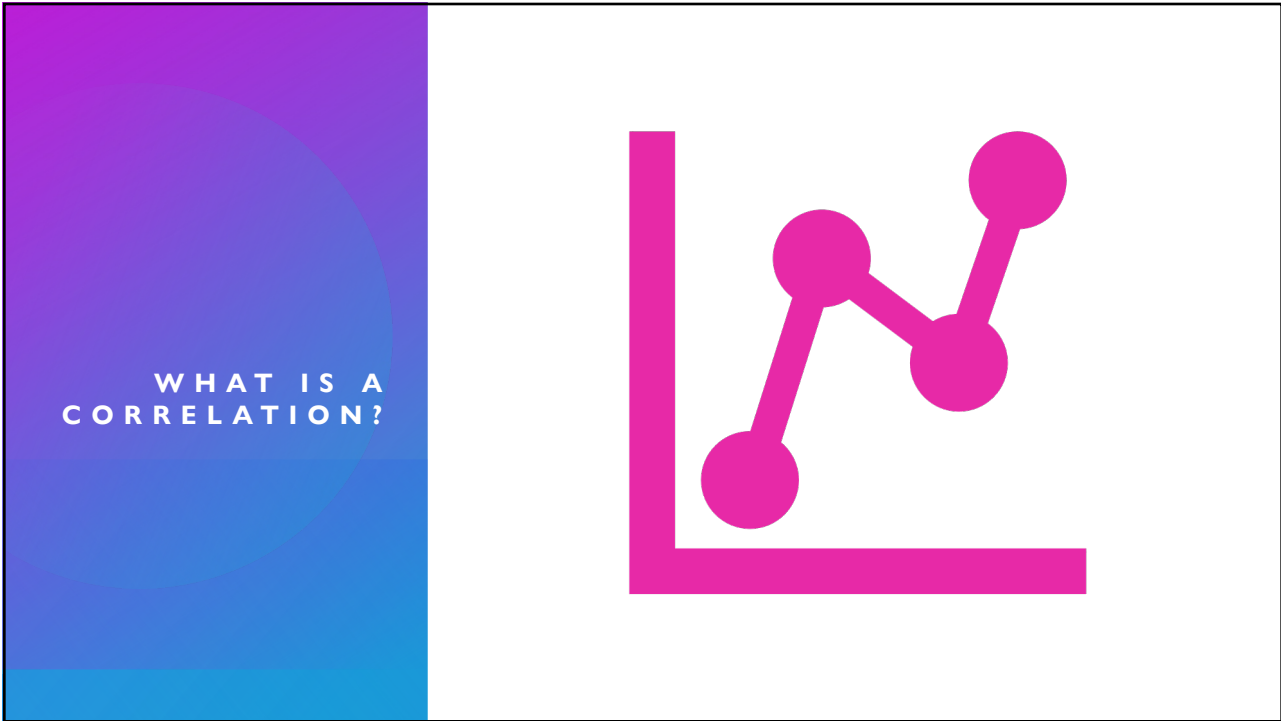
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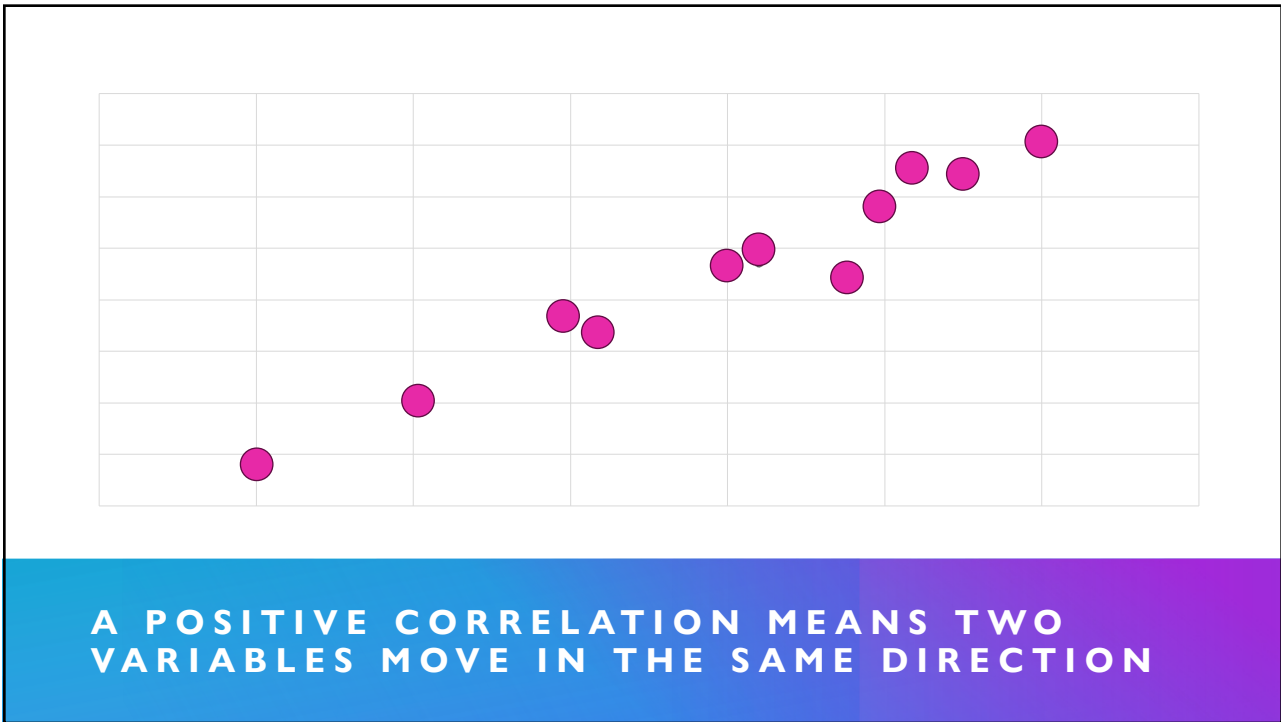
Angela Duckworth's research shows that talent and grit **are not** correlated... but that grit and achievement **are** correlated.



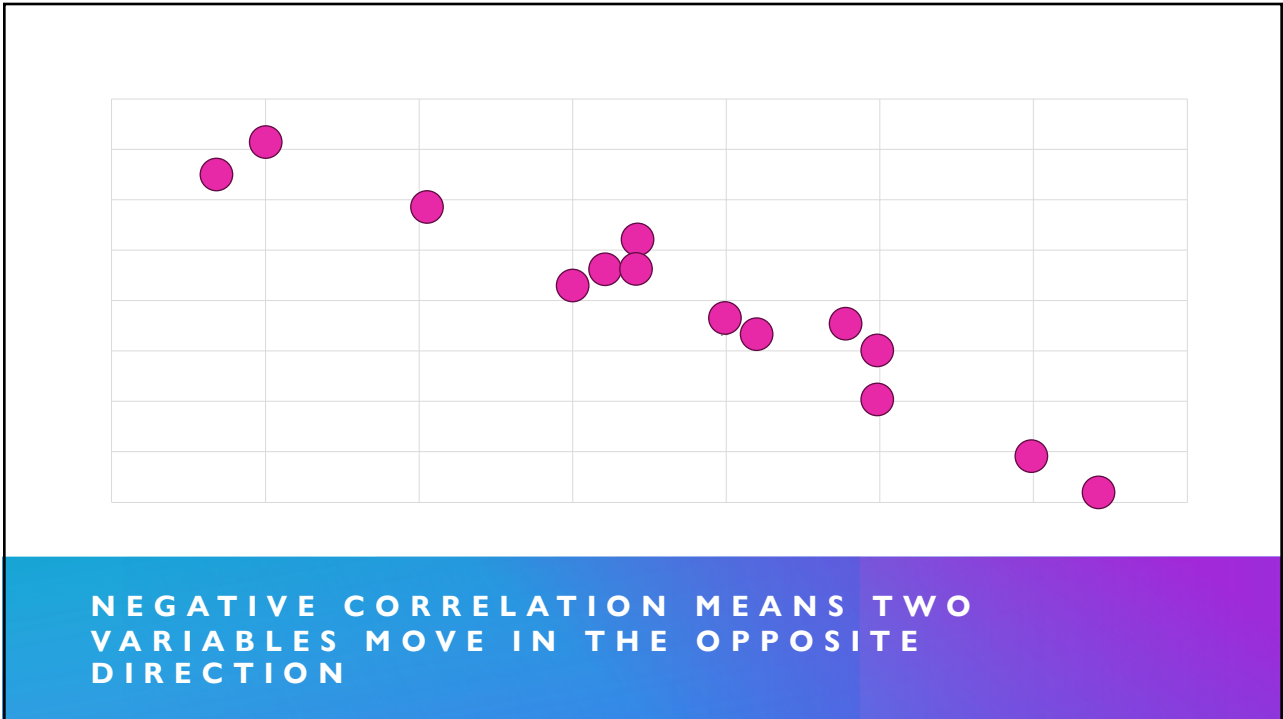
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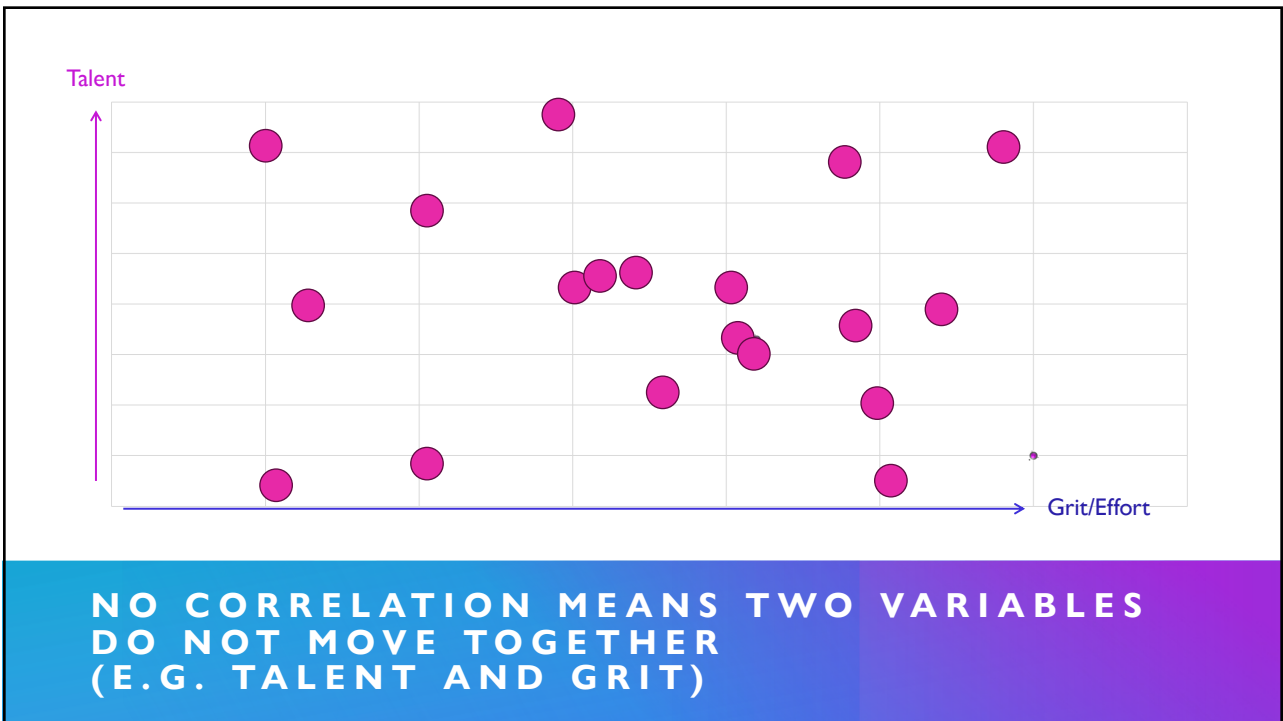
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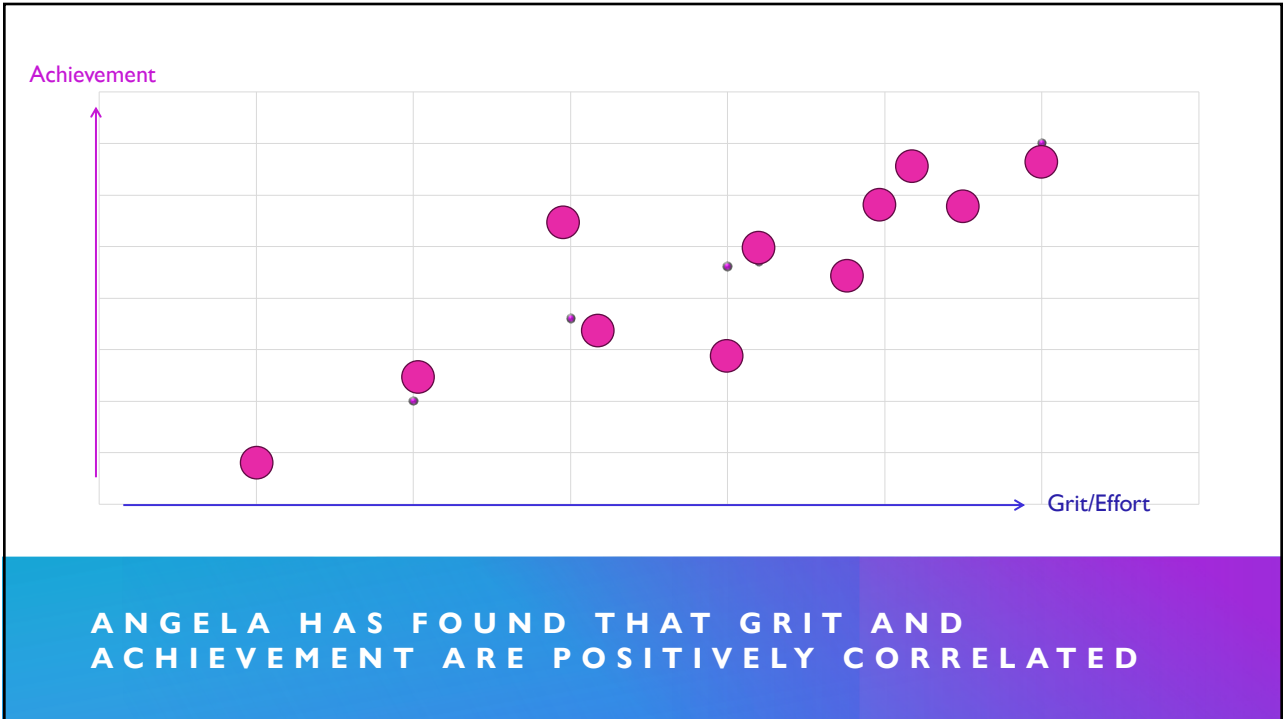
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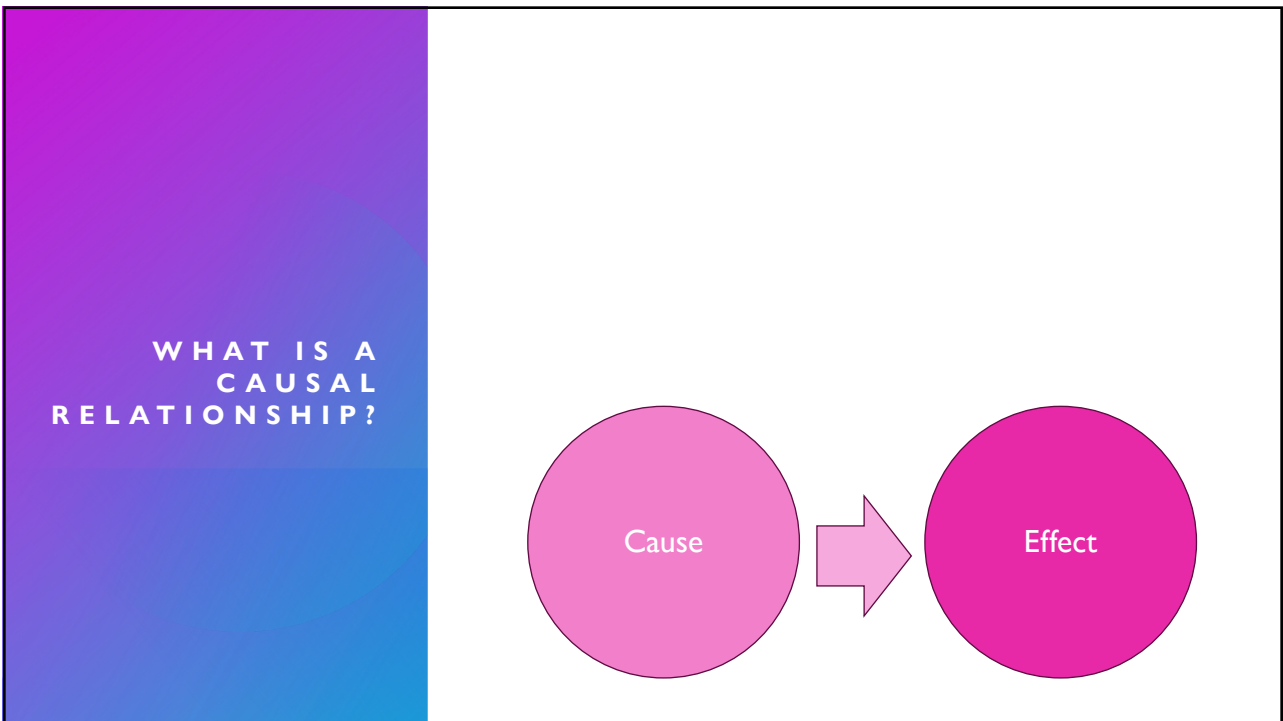
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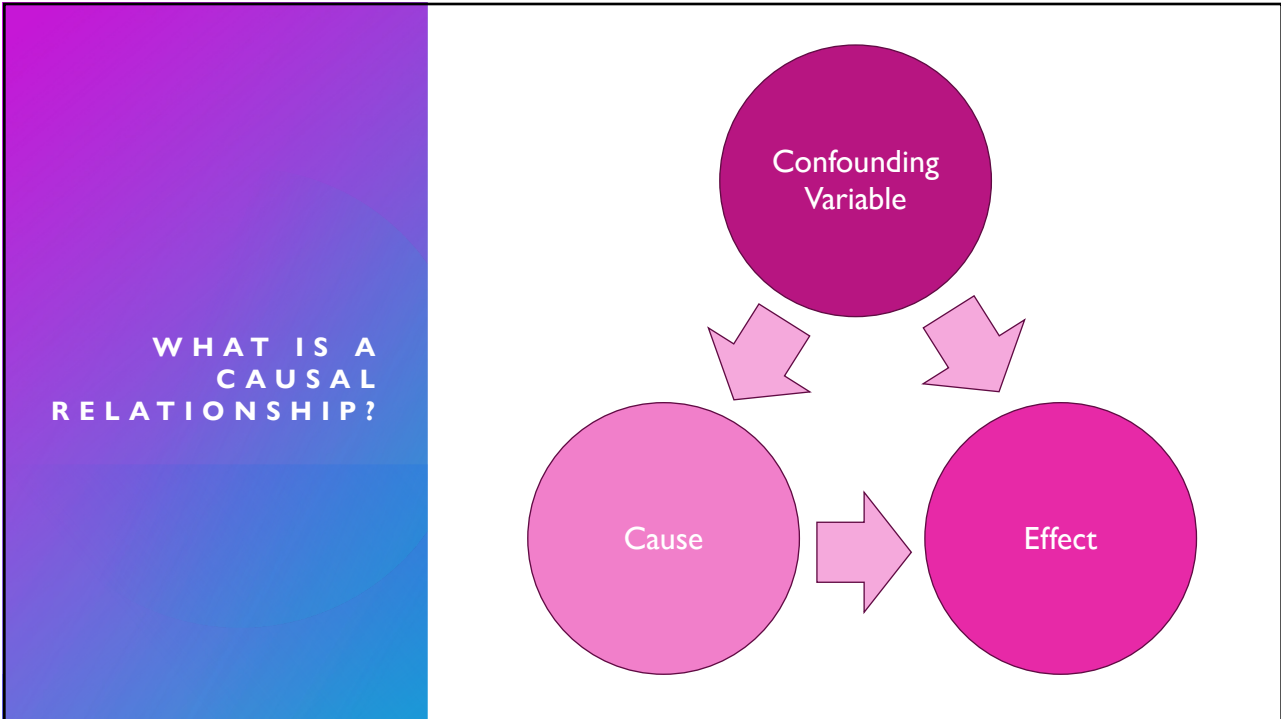


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**SELF - ASSESSMENT**

**WHERE ARE WE NOW?**

- Angela has some detailed surveys used to measure grit
- Used at the U.S. military academy, new teacher studies, athletics, spelling bees
- You can find some on-line too
- This is a two-question survey she used in her UPenn class

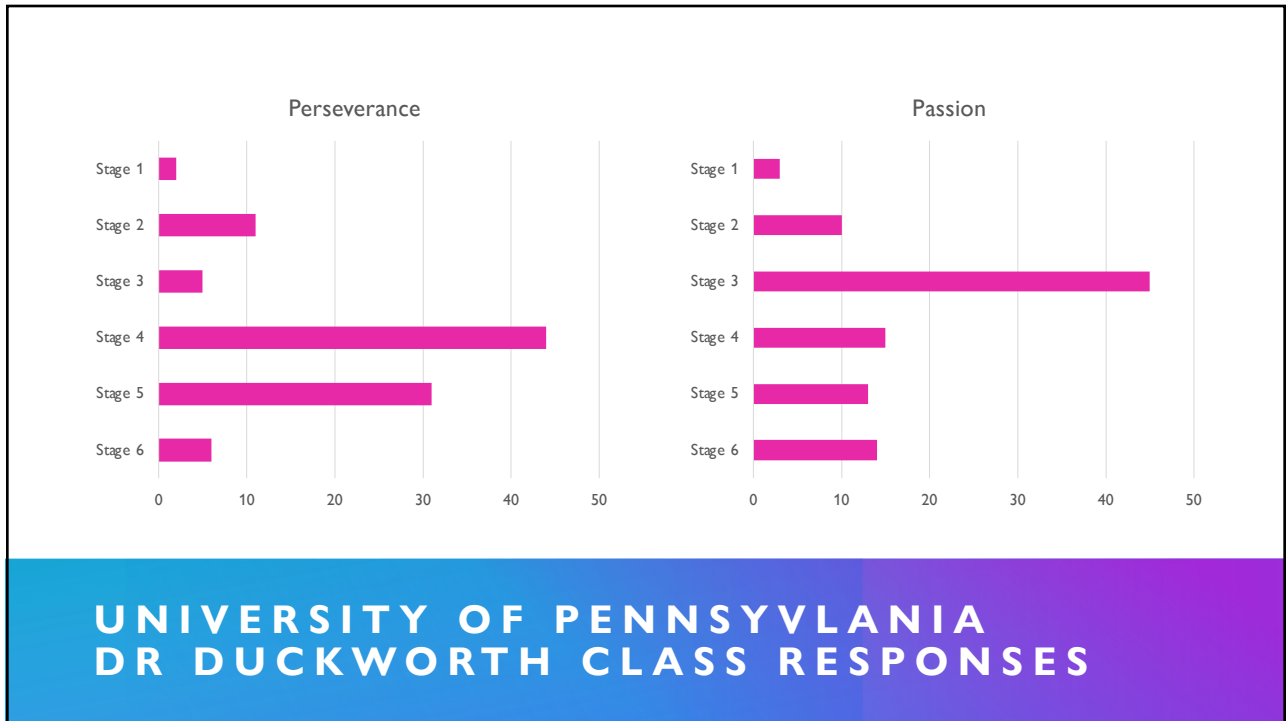
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<p><b>PERSEVERANCE</b>  <b>RUBRIC</b>          CHOOSE THE          STAGE YOU FEEL          YOU ARE IN          RIGHT NOW</p>	<p>Stage 1: Other people would tell you that I sometimes fail to do what is explicitly asked of me.</p>	
	<p>Stage 2: Other people would tell you that I accomplish pretty much everything that is explicitly asked of me.</p>	
	<p>Stage 3: Other people would tell you that I always accomplish what is explicitly asked of me.</p>	
	<p>Stage 4: Other people would tell you that I hold myself to a standard that higher than what is explicitly asked of me.</p>	
	<p>Stage 5: Other people would tell you that I not only hold myself to a standard that is higher than what is explicitly asked of me, I also actively seek feedback on how to improve.</p>	
	<p>Stage 6: Other people would tell you that I have an unquenchable thirst to master whatever I do so that I not only hold myself to a standard that is higher than what is explicitly asked of me, but it also manifests itself as actively seeking mastery.</p>	

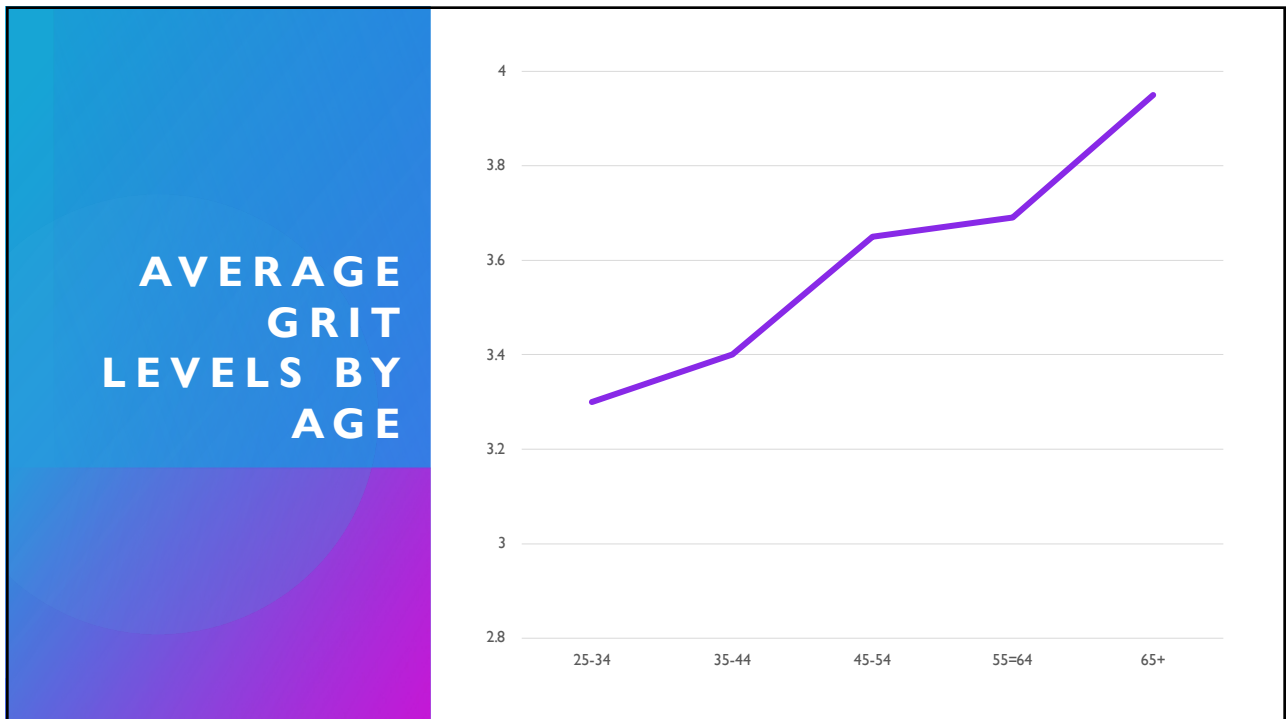
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<p><b>PASSION</b>  <b>RUBRIC</b>          CHOOSE THE          STAGE YOU FEEL          YOU ARE IN          RIGHT NOW</p>	<p>Stage 1: I am equally interested in pretty much everything but not especially committed to any one interest.</p>	
	<p>Stage 2: I have 2 or 3 emerging interests but am unsure how to figure out which one to pursue.</p>	
	<p>Stage 3: I am actively figuring out what my interests are by trying one or more off them out in some way.</p>	
	<p>Stage 4: I have an interest that I am pursuing, voluntarily devoting more than three hours of “free time” each week..</p>	
	<p>Stage 5: I have an interest that is not only enjoyable but also aligns with my personal values.</p>	
	<p>Stage 6: I have an interest that is central to my identity. What I do is important to who I am right now.</p>	

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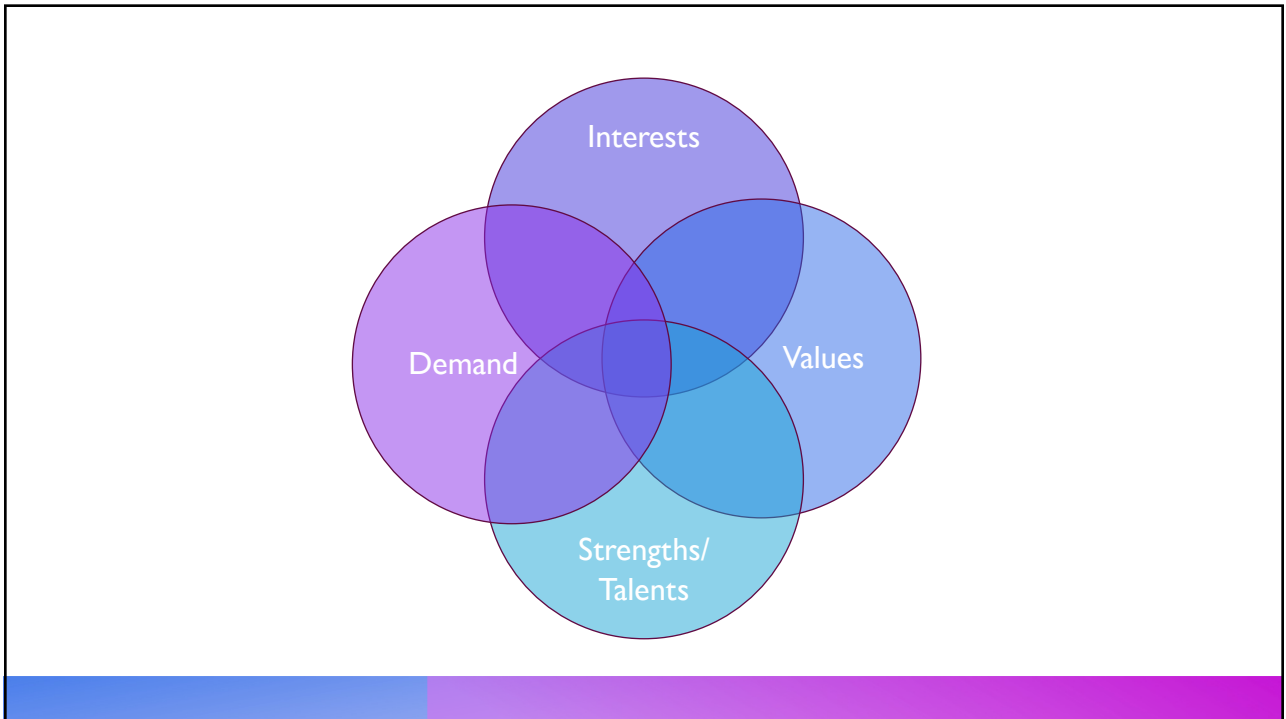
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**MOST OF US  
WILL BECOME  
GRITTIER AS  
WE AGE... THIS  
CLASS IS  
INTENDED TO  
ACCELERATE  
THE PROCESS**

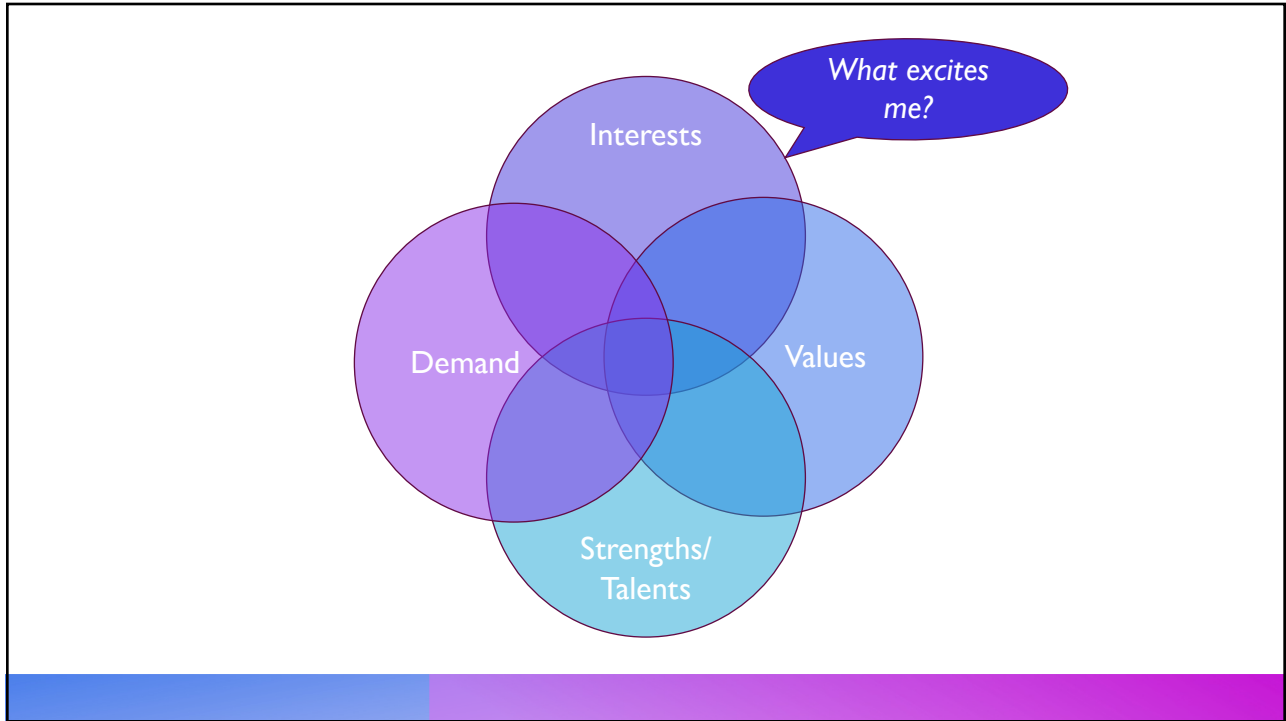
- Knowledge
- Intentionality

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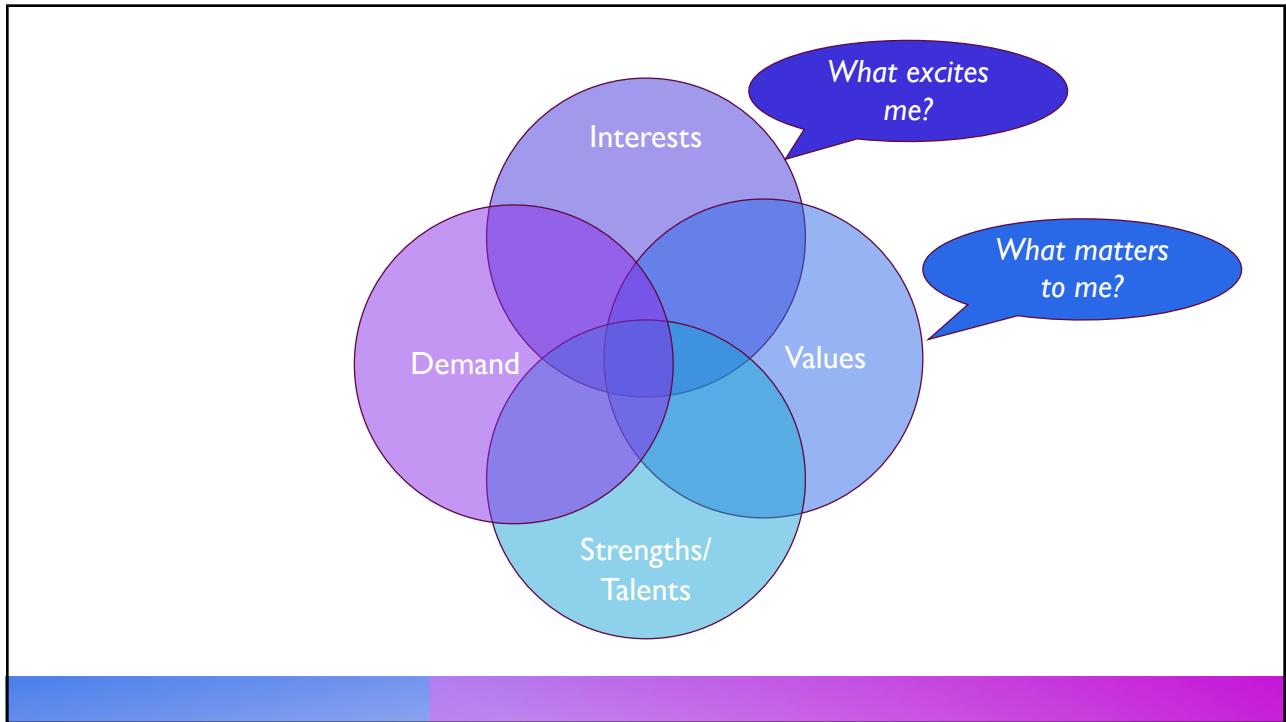


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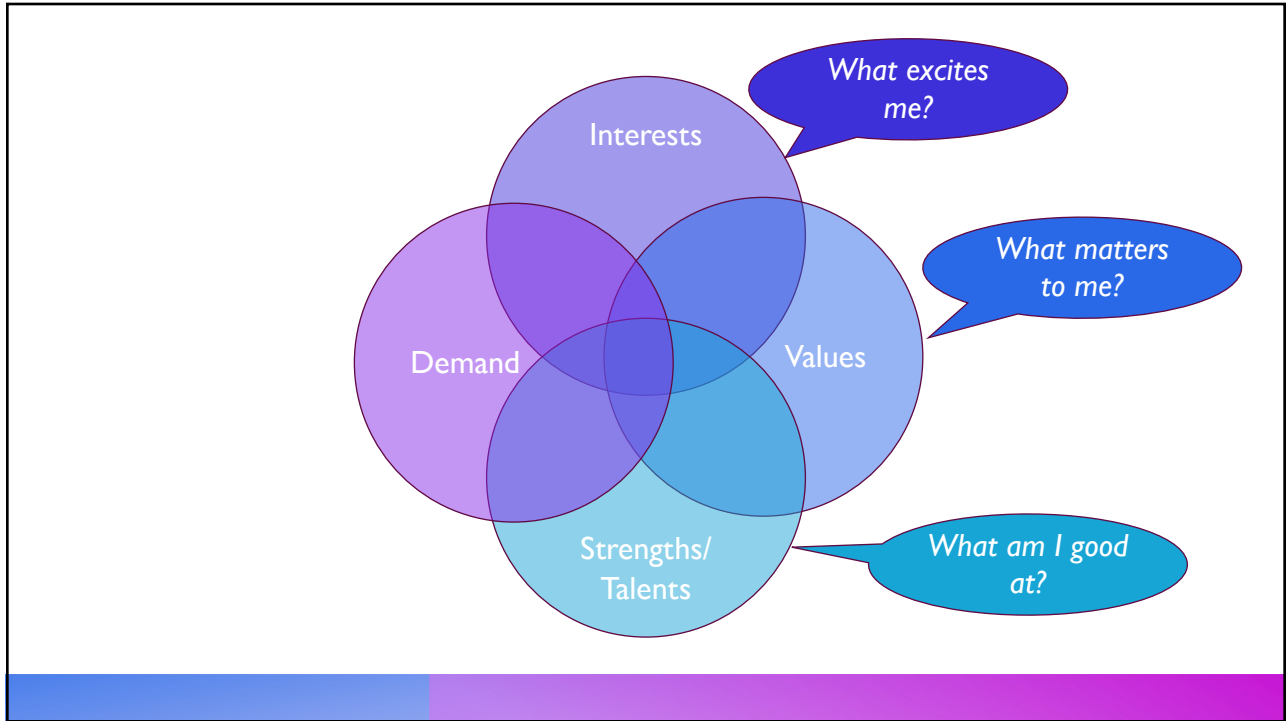




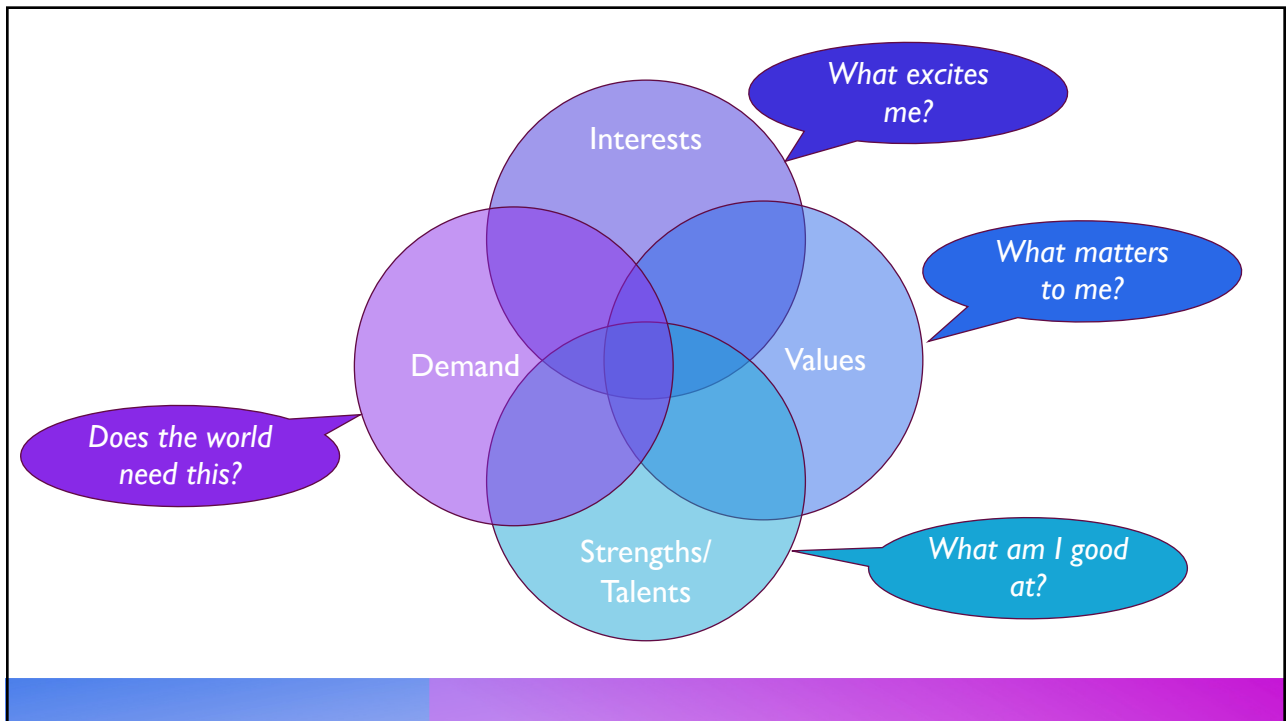
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**SUMMARY  
OF DAY  
ONE**

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Grit was defined as the combination of sustained passion and perseverance for long term goals

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Talent is the rate that you can improve your skills with effort

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While there are genetic influences for both grit and talent, both are malleable

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**THAT'S PLENTY  
FOR DAY ONE!  
HOUSEKEEPING**

- What did you like/didn't like?
- What can I do more of?
- Start time for future classes

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