

**February Book Club Bonus Episode: *Grit* by Angela Duckworth**



**Full Episode Transcript**

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**with Lara Johnson**

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Welcome to the *Mom on Purpose Podcast*. I'm Lara Johnson, and I'm here to teach you how to get out of your funk, be in a better mood, claim more with your kids. Manage your home better, get your to-do list done and live your life on purpose with my proven method. This is possible for you, and I'll show you how. You're not alone anymore. We're in this together.

All right, welcome to the *Busy Mom's Book Club*. This is our first book club after I've come back from maternity leave, and I'm so excited to be back. I hope you know that I really missed all of you, and I missed our book clubs. And I missed, you know, being able to record these, you know, all of that. I am going to tell you that you might hear my son; the people that are on live right now. He is, like, yelling through the vents and so I'm hoping the recording doesn't pick up on that. But he keeps saying "hi" to me. It's me, Wesley!

That's my child. But yeah, they can hear me sometimes through the vents. His room's right above my office.

All right! So, we are talking about... it is the book called *Grit* by Angela Duckworth. And it is, we were talking, you know, before I turned the recording on, that it's a great book, but I kind of feel like... this is just my two cents on it. Loved the book, but sometimes when you get a book that has, you know, from somebody that is a researcher, I find you get a lot of data points, which is great. It just sometimes makes it a little bit of a drier read.

And so, in a chapter where you might have a story that she shares in another book... in a book where they're usually a researcher, I find that you get twenty stories within one specific chapter. And so, sometimes I feel like I'm kind of combing through, like, what's the meat of it? And so, I've kind of felt like this, with this book.

But I did love a lot of the stuff that it taught, especially because I've always viewed myself as, like, a gritty person, like a really hard worker. And it really helped me get a little more clear on the definition of that and

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to take almost an inventory of my grittiness and see where I want to go from there and how I can actually grow it.

Because she has, if you get the book, you know, if you've read it or you know, if you've skimmed it at all, there is a place in there where you can take a questionnaire to determine your grittiness. And I didn't score as high as I thought, and I was kind of surprised by that. And so, we're going to talk a little bit about, you know, why that happened for me, and how it could happen for you as well, and then also how you can grow your grittiness, because that's really important. So, I love being able to share our game, you know, right at the beginning.

So, ***You'll Know This Book Club is for You*** is if you consider yourself a hard worker, but you find that it's really hard for you as a mom, now, to work as hard as you feel like you are capable of.

***You'll also Know This Book Club is for You*** is if you don't consider yourself a very smart person. I coach a lot of moms who have either become a stay-at-home mom or haven't, you know, progressed in their career like they thought that they would. And a lot of them have this story that they're just not that smart. Or school was really hard for them, so they just must not be that smart. Or, you know, there's some kind of iteration of that.

Also, is if you wonder what you should do with your life. We talk a lot about, in my coaching practice and on my podcast, you know, finding that purpose, finding what that calling is. But for a lot of us, we don't really know what that thing is. And so we'll be talking about that as part of grittiness too, which I loved. I didn't even know they would cover that in the book.

The next one is if you worry how to teach your kids to "work hard." if you don't really know the right parenting strategy, if you feel like they need more motivation, you know, to really get them moving.

And then the last one is if you struggle to keep self-commitments. If you have some kind of story that you'll keep commitments to other people, but you don't really show up for yourself. So, all of those things we're

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going to be talking about with regard to this book. And that's where we're going to start right now.

What I love—Ansi says, "I guess I better finish the book."

I'm guessing that's in regard to your daughter or maybe self-commitments. We have all been there. I'm still there. And you know, Emily, she's also on live. You are welcome to go over and use the chat box as well. You can share with me if you have read the book. I just always like to gauge where people are at. So, I talked with Ansi before, and she said that she's kind of touched it a little bit but hasn't read the whole thing.

So one of the things that I did like in the beginning, the story that really stands out, that stood out to me, was when the author, Angela, started the book basically saying, "I have a lot of really great achievements and I'm not a genius."

And for someone like myself, I related to that. I've always had this belief pattern that I wasn't smart up until the last, you know, four or five years, because school came very challenging to me. And I thought my success would be very much tied to my smartness and therefore I couldn't be successful because I didn't have all the accolades and school was really hard for me. All that, you know, the negative self-talk.

And so, when she kind of started the book out, she shared the story of when she was a child and her dad basically telling her like, "you're not a genius." To fast forward later on, she received, you know, one of the highest awards and it's, you know, I can't remember the exact name of the award. I'd have to go back and look it up, but it was basically the "Genius Award." I'm doing air quotes. That's the nickname of this award, is the Genius Award. And so, she really started exploring like, what does it mean to be talented, to be a genius? Why do some people with a lot of talent, they don't actually achieve things in their life even though they have all the talent?

And so, she continues on to say that this then became her work of study, of like really being able to understand what it is that makes someone really successful. And that's where she found grit. So, she goes on to

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say that she, as a researcher, was asked to come to West Point, which is one of the top—I think it's Naval, you'll have to correct me if I'm wrong—this, you know, military academy. These are the best and the brightest. They all come to West Point, you know, to go to school, and she said that it's very rigorous. The first week is basically trying to get people to quit. She said, "They all come in and they are the smartest people in the room, wherever they came from."

And not just the smartest, they're, like, they're not just, like, a team player. They are the captains of the team. And all of them are brought together. And they had this, like, this scoring on, you know, how to recruit people to come to West Point. You know, to get all of these best and brightest. But what they were finding were those that were scoring so high, that they were bringing into West Point, that score did not predict whether or not they would survive and stay at West Point; if they would drop out (because the dropout rate was really high). And so, she, as a researcher, was asked to go and to really study this. And you know, much to everybody's surprise, and what she talks about in the beginning, going back to Genius, was that their talent was in no way an indicator of whether or not they could remain at West Point and not drop out.

What she did find was that grit was the number one predictor, and so she created this scale and was able to start testing people and understanding their grittiness when they came in. And that was the greatest predictor that they had been able to accomplish or, you know, to create, to determine whether or not someone would drop out of West Point.

So, that's kind of the introduction to the book. Of really understanding, like, talent can only get you so far. What it really comes down to is grittiness. And so, she, in the very, like, first section of the book, she has it, you know, broken down into different sections. The first section, she spends a lot of time defining what grit is. And she has a lot of examples about this, so we're going to go over just some of these main points.

She said that the first thing that she noticed is that "gritty people are satisfied being unsatisfied." She said, the people that really spent their time here—let me see if I... I'm not sure if I highlighted that one. Yeah. She said that people in this space, they're "very satisfied being unsatisfied, meaning that they crave the challenge as much as they do

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the end accomplishment." And so, they're always, like, putting themselves in the—you know, the phrase that comes to mind is, like: the joy of the journey, not the, like, the end destination—is they are always seeking new experiences, and seeking new questions, and spending time in the challenge part, not just the end part.

And I was able to really step back for myself and examine that as part of grit. Where I view myself as a hard worker, but I don't always like the journey. I think life is going to be better at the end. And so, it really gave me a chance to pause and to question this. Am I satisfied being unsatisfied in the sense that I like the challenge and I like being able to work and, you know, figure things out? And that's why I was able to step back and realize, okay, no, I actually do like that. It is very rewarding to me to be, you know, unraveling some of these puzzles almost, and things I'm working on. Okay? So, that's the first way that she defines it.

The second way she defines it is that talent doesn't mean grit. And what I liked about this, and I kind of mentioned at the beginning, she explains that a lot of times our subconscious biases, that we put a lot of emphasis on talent, which I shared in the beginning. I definitely did. And she said, when you talk with people, you know, the culture of the United States is that we all value hard work, the hard worker, but in the end, statistically people are more willing to invest, more willing to hire, more willing to do all these things if they think they are of natural talent.

So, the reason why she lists that is it explains how we all have this underlying ability that we think talent is more valuable than grit. Even though, as a culture, we say we value hard work. And so, in this moment, she said it's really... we have to be very careful that we don't become distracted by talent, and that's really easy for all of us to do.

I think about, you know, with my own kids, we want them to get the As in school. We want them to get the good grades, to get into the good college. And sometimes, you know, when they have a C, for example, we start panicking; and we'll dive more into it a little bit later. But what she's talking about in this book is what they do *after* they get the C matters more than *when* they get the C.

Okay, so that's another thing where she said, "talent doesn't mean grit, and you have to be cautious that you are not being distracted by talent."

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She said, there's one other quote she said, that "we overemphasize talent and we under-emphasize everything else, and this is where we can become really distracted."

So, she presents—well, let me read this really quick. So, she's talking about how effort counts twice as much, and I'm going to show the formula that she writes in the book in just a second. But what she's saying is that oftentimes because we are more, uh, we think talent is more magical, we think it's fun to hear stories about child prodigies; we like... all these things that, like, talent just seems like this superpower that we're not giving as much weight on effort. So, they said, there's somebody she quotes... Dan Chambliss. I think he's a sociologist. And so, in his study he observed "Superlative performance is really a confluence of dozens of small skills or activities, each one learned or stumbled upon, which have been carefully drilled into habit and then are fitted together in a synthesized whole. There is nothing extraordinary or superhuman in any one of those actions; only the fact that they are done consistently and correctly, and all together, produce excellence."

Then she goes on to say that "The mundane is a hard sell because most of us think that there's something magical that happens for people that are great."

She says, "If we think of genius as something magical, we are not obliged to compare ourselves and find ourselves lacking."

That hit home a lot for me because I wanted to really show, you know, in my life that I just didn't have the talent, and that's why I didn't, I wasn't accomplishing the great things I thought that I should have. And I wasn't willing to look at myself because I wasn't bestowed with the magicalness of the talent. And so, what she explains here, when she talks about "effort counts as twice," and just as I read in that quote from Dan Chambliss was, really, it's just a bunch of really small, consecutive decisions and skills and activities we're doing consistently over time. There's nothing sexy about that. It is a very hard sell.

If you say, you know, somebody's "body just easily loses weight" versus "they made the decision every day to eat their vegetables." Like, it just doesn't sound as good, right? Because one of them, when we talk about making the decisions to eat their vegetables—I use that as a very, you

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know, simplified example—then that means we have to eat our vegetables every day if we want that result. So a lot of us, we really don't want to think about that in the way that we're lacking and take responsibility. So, it's easier for us to get distracted by talent. So, this all goes back again to the definition of grit. So, this is the formula that she presents, and, if you listen to my podcast or, you know, been on these before, I always love formulas.

So, this is what she's talking about: how effort counts twice. It shows up in both formulas. Now I want you to think about in terms of math, anytime you times (x) something by a zero, the answer is zero. So, you could have 100,000 times zero and the answer would be zero.

$$100,000 \times 0 = 0$$

Correct. So, when we're looking at effort, you know, if you could have all the talent in the world and with zero effort, your skill would be zero. Same thing. If you take your skill, and you have a great skill, but you don't put any effort into it, you would have zero achievement.

And so, when it really comes down to it, talent is only a small piece of this. And we have talent enough, as long as we take that and times it by our effort. And then it doesn't really matter if our talent is one. If our effort is a hundred, our skill level will be a hundred. And so, I really appreciated that she brought forth this so that I could see it in a very simplified manner for my brain, and I could really start thinking about it in this new way. So, I hope this formula is also really useful for you.

So, then last thing that she talks about when we're defining grit. She says, "We have grit when we stay loyal." She says, "The really important thing to remember is grit is about working on something you care about so much that you're willing to stay loyal to it." She says, "It's not just about doing what you love. It's not just falling in love. It's learning to stay in love."

And I liked that as well because, as we talk a little bit more about, you know, purpose and all of that.... [writing on board] ... let's see if you can see it down here. Stay loyal. Stay in love. So, that's our last piece of the definition of grit. And I appreciated that she said this, because it's really

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easy for us to think when we're working on our purpose, when we're finding whatever that calling is, it's easy to fall in love. It's easy to feel the excitement and the energy of it. It's really hard to stay in love with it. And this is where I have seen in myself, and I've seen in clients and people that I've coached, is that they will give up on something and move on beyond it because they've fallen out of love with it.

It's like, you know, that first kiss, you know, emotion has worn off. And so, when we're talking about grit—oh, I didn't finish writing. That is supposed to say, "stay loyal, stay in love."

When we're talking about grit, that's the next piece. Can you stay in love, and can you stay loyal to it? By continually, you know, putting forth the effort day in and day out. So, this is where we're going to spend our time, you know, with the definition. I want you just, you know, take a second to write this down. I'll read it back again. So, the definition of grit is being "satisfied with being unsatisfied." The second one is "talent doesn't mean grit." The third is "effort counts twice." And the fourth is "staying loyal and staying in love."

So, when we're really looking at this and what I, again, I am such a visual learner that she helps me really understand the different levels... What I'm trying to think how... basically like... What she says is, "Our enthusiasm is common, our endurance is rare."

And so, when we're looking at, like, our goals and how we're using our grittiness and how we're keeping that endurance, she creates, like, this hierarchy of our goals, of our purpose. And I liked that she presented this in a higher hierarchical explanation because it helps my brain really, like, understand it.

So, the way she lists this in the book is that when we're looking at our purpose, that's kind of the overarching theme of our life, okay? But then we have these, like, middle goals that we start working on. So, when we're looking at the top level, this is going to be what she describes as "other-people focused."

This is our why. Why are we doing something? So, for her, she said what she really wants to do is to help kids thrive. That's her overarching

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purpose. But then she has a couple mid-level goals that she does. You know, part of that is motherhood. Part of that is professionally. Part of that... there's a bunch of other things that fall into this category. Her research that she does. But then there's these low-level goals that help build to the upper ones, which might be showing up for work on time. It might be taking care of her body, so her mind is bright, you know? And so, each of these things kind of builds on top of each other. So, how this relates to grittiness and why she's presenting it to us is when we're looking at grittiness, and when we're looking at staying consistent over time, staying loyal to it, what we're really talking about is staying loyal to our top purpose. She said at this point, this becomes your compass for all the other decisions that you make. It becomes the reason why you're doing certain things. So, when you are looking at your grittiness, for example, can you hold this top purpose for a long time?

And I really appreciated that because I learned this after I took her quiz. Her quiz on like, how gritty are you? And I think about that with—so one of the questions was, "do new ideas and projects sometimes distract me?" And when I'm thinking about it in terms of, like, projects, yeah, I definitely get distracted by things. But when—oh.

Ansi says, "do you have a link for the quiz?"

I don't. I'll have to look it up. If I can find it, I'll send it out in an email. It is on page 55 of the book, so anybody that has the book that's listening. Thank you for that question. You can turn to page 55.

So, what I really liked about that is when I looked in terms of, like, the hierarchy of my grittiness, yes, I, for sure, have kept my purpose for an extended period of time, and that is what motivates me. For me, it's helping moms live wonderful lives. Like really being able to live their best life within their families and their communities. Helping them wake up to themselves. Like that is my ultimate purpose when I think about, like, what gets me out of bed, what gets me showing up, you know, to work. And I've kept that purpose for many years and I appreciated that she outlined this because I was then able to see, oh, my grittiness is much higher than I'm giving credit to myself for.

Okay, so then she talks about, like, "this is your compass for all the other decisions that you make." Now, at the bottom, where these low levels

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are, she said it's very easy to swap these out. If something doesn't work, like, you're doing something and it's just not working to help you reach, it's okay to just, like, cross that off and find a new way of doing it. And I think about this for, you know, my top level, and I've used this example on my podcast, and we've probably talked about it in book club before, where when I was really trying to find my purpose, one of the things that I had started was a nonprofit. And that nonprofit was to help terminally ill parents be able to enjoy the last bit of their life with their families. And things were going great. You know, I felt really, there was just a bunch that, you know, goes into that. But what I found was that I was helping a select few.

Because not everybody's passing away. And although I loved it, and I was very passionate about it, it just didn't quite fit into my overarching purpose. Because I really started to look at what about all the moms that are alive that aren't living their lives, that aren't able to really show up the way they want? There's a lot more living moms.

And so, what I had to do is I had to erase that part of that lower level and to really start seeing that no, there's other options on how I can achieve this purpose. And that's really what led me to my coaching business. So, that's just a small example of, you know, being able to show up in this way. Let me see if I had a quote on that...

Yeah. Okay. So, she just mentions like "the top-level goal is your compass that gives direction and meaning to all the other goals." She said "these lower-level goals exist merely as a means to an end. We only want to accomplish these lower-level goals because it is all part of our overarching purpose."

And I really see this a lot when I'm talking with clients about losing weight. You know, eating the vegetable might be the lower level. You know, the mid-level might be "I have more energy for myself." The higher level is "I want to show up differently for my family." Suddenly that's what really motivates them and gets them going. And that's just a very small, like, anybody can have, you know, a different overarching, like, compass. Or they want to have more energy to fulfill all their endeavors. You know, whatever that might be. So, she said, you know, the other thing that she talks about in the book, and she's quoting a fellow psychologist, it says positive—he calls it *positive fantasizing*.

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He suggests that indulging in visions of a positive future without figuring out how to get there chiefly by considering what obstacles stand in the way, has short-term payoffs, but long-term costs. In the short term, you feel pretty great about your aspiration to be a doctor, for example. In the long term, you live with the disappointment of not having achieved your goal. And so, what he is talking about here is that it's really easy to have all these mid-level goals like becoming a doctor. Okay? But what happens is if you haven't figured out how it fits into the rest of the hierarchy, you're going to set yourself up for disappointment. You're not going to know how to reach these mid-level goals, and you don't have that overarching compass to really guide you through the challenging times.

On the opposite side, you may have this really great purpose and it feels good, but if you don't have the mid and lower levels built out, you will live with a lot of disappointment because you won't know how to create that higher purpose.

And I see this a lot of times in my clients, where they really start to figure out, "okay, this is what I want to do." And one of the mid-level things is to get your home and family in order to be able to move toward that purpose. So, as they start working toward that purpose, and they haven't built this structure out, they start feeling really guilty and feel like it's pulling them away from their home and family to the point where they start to give up on that, and let go of this higher purpose.

So, as she's talking about grittiness, this is what I want you to really think about, for yourself, is this is a very simplified version. There might be a lot more, you know, things that work. She just says she simplifies it into just three tiers, but you might have significantly more tiers and that's okay. She also said that it's okay to maybe two tiers, but she doesn't—or sorry. Two different models. But she doesn't recommend having more than that. She said you might have one as like, you know, personal and professional. Like motherhood might be its own, you know, top purpose and a professional one might be very different. And she said that's okay because sometimes, you know, motherhood doesn't always fit into it.

I like to argue that oftentimes when I'm working with my clients', motherhood does fit into it and it does feed into what that purpose is, at least for the clients that I work with. So, just be considering that for

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yourself as you start building out your own hierarchy and really start to see that chances are you're a lot grittier than you're giving yourself credit for. But perhaps you have yet to learn to build out the other layers of this hierarchy.

So, then she goes on to say that grit can grow over time, and I appreciated that she spent time here. Because it's easy for us to think, again, like the talent mindset that "I'm just not gritty. I haven't shown up for myself in the past. Clearly, I can't do this in the future." And it's really easy at that point to start shaming ourselves. And I just want you to know that there's no place for shame here, okay? Because all of us have the opportunity to grow over time and to grow our grittiness. So, she outlines **four ways for us to grow in our grit**.

So, the **first one is our interest**. She says that it's important for us to spend years exploring what our interests could be. And when we talk about interest in this, and if you followed me for some time, when, if you think about the discovery or purpose formula, this is where, I would also say *this is your joy*. Okay? The things that bring you joy; the things that pique something inside of you. So, what she said is there's kind of three parts to interest.

- It's not something that hits you like a bolt of lightning. It's something that there might be some discovery.
- There's also a lot of development.
- And then there's a lifetime of deepening, like, your understanding and your love.

This goes back to, you know, staying in love with it. So, when we're looking at our interests and we have our discovery, our development, our deepening, what she said is that this is not something that you find. This is something that you experiment on in the world around you. Okay? And I appreciated that she said this, and she even goes on to say, let me see if I've got it right here... She said, "it's important for us to understand as parents that this exists for our children." She said, "it's important that before you work hard, you play hard."

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And I appreciated that because I grew up in a very different environment where you work hard so you can play hard. Like you had to do the hard things first before you got to do the fun things. And so, for me, I was always working, working, working, and never giving myself that opportunity to play. Which then made it very challenging for me to discover my interests. And so, when we're looking at, like, why we want to play, is that's where we start to find what our interests are. And she said that as you were—hold on. Sorry. I was trying to see if I could find that exact quote.

This is one that she just mentions, and I kind of like it. She said, "most people stink at the things they love." She said, and I think that's very true, she said "I couldn't agree more. Even in the development of your interests, there is work, practicing, studying, learning to be done. Still my point is that people stink even more at what they don't love."

I like, I just thought that was like a really funny quote, because I've found that very true. There are a lot of things that I love that I am not very good at, but I will tell you there's a lot of things that I don't love, that I'm horrible at, and I just don't want to spend time. Like I've mentioned this before, like, decorating my house. I just will never spend time in that area. That's just not me. I don't love it and I'm not good at it at all. So, when we're looking at your interest, you have to experiment with the world around you. And as you do that, that's where you start finding that spark and you start really being able to grow your grittiness. You have a desire to continually show up and practice, and learn, and deepen in that way.

So, the next one she says is that **you have to practice**. And I mentioned this just briefly. And it's not just a matter of practice. She presents what she calls *deliberate practice*. So, when she talks about deliberate practice, she is talking about doing something, and then evaluating and examining how you did so that you know what to tweak going forward. So, when she's talking about, this section in the book, she talks about deliberate practice as being a behavior that we do. So, in the example that she uses in the book, she's talking about, like, spelling bees. She did a whole bunch of research on people who won the spelling bee. What she found over time is those... the greatest predictor of those that would be successful in the spelling bee were those that did deliberate practice.

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Which means they didn't just read words. They were quizzed on words because it gave them immediate feedback on what was happening and how well they were doing. Now the interesting thing about this—and you know, as we're talking about grittiness—it's really easy for a lot of us to get hung up on failing because we have stories around it, and we make ourselves bad for it. So, it's really easy in the example of the spelling bee to just read and study all of it. But if you haven't been tested on it, you're not actually doing deliberate practice. What this requires you is to examine the beliefs you have about failing and what you make it mean about you.

So, going back to, you know what I mentioned in the beginning with regards to school and getting good grades, so many of us, and myself included, wanted the good grades. Because I didn't want the negative emotions I was going to feel over getting a C because of what I would make it mean about me. In this situation, what she's saying is that it's okay to get the C as long as you're not telling yourself stories about it. And you view it as "this is deliberate practice for where I'm at now. What am I going to do? This was a way for me to evaluate. Now I can go and reapply what I've learned."

Use your grittiness to try again, and to try to study, and to try harder. She also talks about, in this chapter, she talks about flow. Now flow, she says, is an experience that happens where, if you've ever experienced flow it, some people call it, like, getting in a groove. Where all of a sudden, you're, like, really moving. Things are coming easy. You're getting a lot done. Flow is a really great place to be. It feels good. It's really positive for our bodies. What I thought was really interesting, that she talks about in the book, is that the more you have deliberate practice, the more flow you experience in your life. And so, she goes on to say "gritty people do more deliberate practice and experience more flow."

She says, "Deliberate practice is a behavior, flow is an experience. And these two go hand in hand together." So, if you're wanting to experience more flow, you have to be willing to have deliberate practice, which means you have to... it's like the preparation behind it, to really look at what you are learning. But in order to do that, you have to face your beliefs on failing and what you make that mean about you. Is failing meaning that you're going to try harder and you're going to keep

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attempting things? Or does it mean you're not good at something and you should stop? See the difference? So, it's really fascinating.

Then she goes on to say... So, she gives us some basic requirements, and I'm just going to read these and then we'll move on to the next one. But in order to have deliberate practice, there's a couple requirements. The first is to have a clearly defined stretch goal. The second is full concentration and effort. The third is immediate and informative feedback, and the fourth is repetition with reflection and refinement.

So, if you've been with me for a little bit, you know, when we're looking at the goal cycle, for example, that's a critical piece. One of the, I would argue, the most important piece isn't the doing of it. It's the reflection. It's the evaluation that happens at the end so that you know what to change as you go forward. Otherwise, you just spend your time, you know, spinning your wheels, doing the same thing over and over. And I found that when I considered myself a hard worker, that's really what was happening to me the majority of the time, is I worked a lot of hours.

I worked really hard, but I never stopped to see if it was effective. Like what was I doing that like could I have made changes to be more effective and more efficient instead of just spinning my wheels, working really hard? And so, when you're looking at it for yourself, it's important to really think about deliberate practice, which is really giving yourself that chance to reflect and to refine before you start it again. So, failing just becomes... not an end result, but it becomes an invitation to reflect and to try again.

So, the next thing she talks about in order to grow your grit is **to develop your purpose**. Okay? So, again, if you think about this in terms of, like the discovery, your purpose calling, we've got joy plus decision equals purpose. And so, it's kind of cool to see how she outlined this, as well, and how much that goes along with grit. So, she said, for everybody—I'm actually going to read this part. She says, "A lot of people assume that they need to find their calling." She said, "I think a lot of anxiety comes from the assumption that your calling is like a magical entity that exists in the world waiting to be discovered."

She says, "What they don't realize is they need to play. They need to play an active role in developing and deepening their interests. A calling

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is not something fully formed that you find." She said, "You have to continually look at what you do and ask how it connects to other people, how it connects to the bigger picture, how it can be an expression of your deepest values."

So, think back to that hierarchy when we're looking at our overarching, you know, top piece of it, our purpose. It connects us to other people. As she said, a lot of people, when they're looking at grittiness, they may be in it for themselves, or they may be in it for other people, but when that exists, you'll never achieve that full purpose.

She said it actually coincides that when you're up here thinking about your purpose, you are doing it for other people because you also want to do it for yourself. So, the two kind of come together, and when those two come together, those become the most successful, the most, like, the grittiest people, that exist. And so, when you're looking at this for yourself, I want you to really spend some time understanding for yourself how you might be able to fulfill this purpose on a very deep level.

She said... there's a couple things, okay? She gives a couple of suggestions on how to do this. She says, "Think about all the meaningful ways you can change your current work to enhance your connection to core values."

I liked that, too, because sometimes we think we have to quit our job. We have to, you know, go to, you know, I don't know, some other country. I'm trying to think... like Tibet. And you know, become a monk and, like, do all this study and that's not really the case. Like, really examine what your core values are and how it connects you and what lights you up, you know. What gives you that spark?

And then you can start enhancing what you're currently doing to allow that to become your purpose. And so, she has some really great examples of, like, how somebody even feels like picking up the garbage can be their purpose. And a lot of research shows that it doesn't matter what the job is. It matters the way you think about the job. And so, really, any job can become someone's purpose.

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She also says that reflecting on the work you're already doing can—on how it makes a positive contribution to society. Excuse me. And then she also says finding inspiration in a purposeful role model. Like find someone that you really look up to and see how their contribution contributes to society and how that also matches your core values.

So, then the last one—we have just a couple minutes left—the last one she talks about, in order to grow your grit, is to develop hope. She says there's an old Japanese saying: "fall seven, rise eight." She says, "Grit depends on a different kind of hope. It rests on the expectation that our own efforts can improve our future."

She says, "'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." And I appreciated that she uses this example.

And Ansi says, "hope is your virtue."

Well, that is wonderful because you are a very gritty person and I know that you continually show up in your life.

What I liked, as she talked about hope, is that there's kind of two ways to look at it. She said, you know, there's pessimism and there's optimism. Now, these are not fixed; these are learned. And you can learn to have an optimistic mindset. And as you start having this optimistic mindset, what you're also doing is having a growth mindset versus a fixed mindset.

But when we're talking about hope, these two things matter a lot. Because when you're looking at a fixed mindset, you don't see that things are within your control, and therefore do not have as much grit. When you're looking at it from an optimistic, of growth, like "I'm going to keep trying," suddenly you become a grittier person.

And she said that it's really important because at some point, a fixed mindset becomes a liability to you. She said, "This is when you get a C-minus, a rejection letter, a disappointing progress review at work or any

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other setback. Those can derail you with a fixed mindset. You're likely to interpret these setbacks as evidence that you don't have the right."

She said, "The difference is that when you are over here in the growth mindset, these, you know, 'failures' then become fuel to examine, to refine, and to try again, and suddenly you become grittier because you're continually moving forward." She said that the difference here, and it's important to recognize, is that there are things that we can do as a parent. There's things that we were raised with that really contribute to our fix and our growth mindset, but we don't have to stay in a fixed mindset if that's the way that we've been raised. And it's important to recognize that a lot of the fixed mindset will also come back if you were praised for your talent versus your effort.

And when you praise someone for their talent, what they think is that's the end. "I'm just innately given this and my effort doesn't matter" versus when you're talking about a growth mindset and they see that they have more control than they give themselves credit for. Suddenly effort starts mattering more and they continually grow.

So, here's just, the language that we use really matters. And so, she has a couple, just a couple examples that I was going to read, on what undermines a growth mindset and what promotes a growth mindset. So, an example is, "you're a natural." I love that. See how it's really emphasizing talent? She said, "You're a learner." I love that. Suddenly you're emphasizing effort. Again, another example. "Great job. You're so talented."

"Great job. What's one thing you could have done better?" See how there's the growth mindset in there?

"This is hard. Don't feel bad if you can't do it."

"This is hard. Don't feel bad if you can't do it yet."

Do you hear the difference there? Like, all of a sudden, you're promoting this. And it really gave me a chance to examine how I'm talking to my own kids, because I do want to promote that fix, or excuse, not the fix. I

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do want to promote the growth mindset, so that they can become successful in whatever areas that they want.

The last thing that I'll end with, you know, on the same mindset, she said, "Children have never been very good at listening to their elders, but they have never failed to imitate them." That hit me. Like, no matter what, the best thing I can do for my kids is to create this within myself, to really give myself that opportunity to examine my own inner beliefs. To really see, you know, where I have a lot of fixed mindset around a lot of things, and I want to be able to pull this to the surface and really work through those. Because that's my greatest hope in being able to foster that same thing in my children.

She does go on to talk about, and you can look in the book, she does talk about, cognitive behavior therapy, which is essentially looking at our thoughts and how it creates the results in our life, which is what I teach in coaching. Which is so important when we're looking at our own goals and our own purpose. And that's why I feel so passionate about what I do, because I see so many of my clients go from the fixed mindset, "I'm not smart enough. I'm not talented enough" to achieving more than they ever thought possible. Because they've moved into a growth mindset and suddenly their effort—they're giving themselves credit and they can really start to see that their effort makes a difference and they become those grittier people. So, always reach out to me.

I am full in my practice right now with my coaching practice, but if that's something you're interested in, my next openings are in March. And I want to get you in on a consult right now so that you can get those spots available once they come open in March. So, always reach out to me if that's something that you're interested in.

So, I have like two minutes left. I'll just open it up for questions, and where we can talk about this, a little bit more, if you want. Otherwise, we can just plan on next time. So, Ansi says, "this is good. I was just talking to my team about fixed versus growth mindset the other day."

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Oh, so perfect. Yeah, you're going to have to just sit down and read the book with her or see if she'll listen to it on Audible. There is a whole section that I didn't get into about parenting for grit. It's essentially the same thing. You know, I didn't go into a lot of it, but there's really no one right way between supportive and demanding parenting. The biggest thing that you can do is love and be tough. It's not one or the other. It's actually both on really helping them achieve their full potential. And then there's other sections about, like, creating a culture of grit, but I'll let you read that on your own. Okay. Any other questions? All right.

Well, I am very excited. Be on the lookout for our next book. Let me see if I actually have it right in front of me. *The Next Right Thing*. I've heard a lot of good things about this book. It's called *The Next Right Thing* by Emily Freeman. I've got my copy upstairs, but it really helps in your decision-making and being able to see, as you're working on your goals, how to make those decisions and how to implement your plan and working through obstacles that come up along the way. So, it's going to be one that you're really going to love. It's not as meaty. It's not a scientific-y (I made that word up). But you're going to love it because it really goes hand in hand with the decision-making cycle, which I teach. So, I think you're going to love that.

All right, so be on the lookout for an email for that. I will advertise a little bit more for our next one now that I am back from maternity leave. And it's so good to be back. All right, well, have a wonderful rest of your day and I will see you next month.

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