

Understanding Grit



Grit is a psychological trait characterized by perseverance and passion for long-term goals. It involves the ability to **persist in the face of obstacles, setbacks, and failures**, while maintaining effort and interest over an extended period. Individuals high in grit are resilient and determined, even when confronted with adversity or challenges.

Grit is distinct from other personality traits, such as intelligence or talent, as it focuses on **the role of effort and perseverance in achieving success**. While innate abilities may contribute to initial progress, it is grit that ultimately determines long-term achievement and fulfillment.

Research shows that **individuals high in grit are more likely to** achieve their goals, perform better academically and professionally, and **experience greater overall well-being**. The good news is that grit can be cultivated and developed over time through deliberate practice, goal-setting, and resilience-building exercises.

If you are interested in learning more about grit and how to develop yours to improve your well-being, the USPS Employee Assistance Program is here to help. Contact us at 800-327-4968 (800-EAP-4YOU) | TTY: 877-492-7341 or visit us online at EAP4YOU.com.