



Grit Is the New MBA:

How to Hire for Grit and Cultivate It In Your Team

It's no secret these days that grit (more than talent, IQ, looks, or wealth) is one of the top indicators of success. When you hire for grit, you get someone that thrives, no matter what you throw at them. Gritty candidates make for dedicated, high-performing employees, who bounce back faster from setbacks. Already have a team in place? The good news is that grit is a characteristic that can be cultivated among your existing team members. In this talk, Caroline Adams Miller takes Angela Duckworth's research on grit to the next level... Duckworth says: "I don't know anybody who has thought more than Caroline Miller about how to apply the scientific research on grit and achievement to our own lives." Caroline shares stories of ordinary "gritty" people, unpacks the qualities and behaviors we can all cultivate to get gritty, and identifies specific actions that audience members can take to push themselves further in driving success for your organization.

After attending, participants are able to:

- Cultivate their own character strengths that lead to becoming grittier and in turn inspire their team members;
- Spot the different types of grit—good and bad—and what to look for when hiring and mentoring team members;
- Frame questions and use personality assessments, such as the VIA Strengths Survey, to test for grit and teamwork skills; and
- Implement strategies within their company to attract candidates with grit.

FORMAT OPTIONS: 45-60 minute keynote; half-day workshop

IDEAL AUDIENCE: Anyone who is involved in hiring new employees; anyone who leads a team that is accountable for accomplishing goals; HR Conferences, Leadership Meetings, Team Building Meetings.

ABOUT YOUR PRESENTER:

Caroline Adams Miller, MAPP is one of the world's leading positive psychology experts on Goals & Grit™. Caroline is passionate about helping people get more grit, achieve their goals and find happiness. She's spent more than 30 years helping individuals, leaders and companies to achieve their goals. Caroline has a Masters of Applied Positive Psychology from the University of Pennsylvania and graduated *magna cum laude* from Harvard. She is the author of six books, including *Getting Grit* (Sounds True 2017) and *Creating Your Best Life* (Sterling 2009). Caroline's work has been featured in *BBC World News*, *The New York Times*, *The Washington Post*, *NBC*, *NPR* and *CNN*.



Here is a sample of what others have said about Caroline's presentations:

I don't know anybody who has thought more than [Caroline] about how to apply the scientific research on grit and achievement to our own lives!

— **Angela Duckworth**

Caroline's cutting-edge insights on Grit and Goal Setting are awesome, and so needed in the business world now!

— **The Wharton School, University of Pennsylvania**

Caroline was an exceptional addition to our LEAD2017 conference and I'm so truly thankful to have been able to share her charismatic and inspirational keynote with our audience. She seamlessly engaged with everyone and left us all feeling inspired and more empowered to be better leaders in both our professional and personal lives.

— **Alannah Easby, Leader of LEAD, HR.com**