

Grit & Psychological Capital In Young Adults

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Abstract:

Grit a newer concept of positive psychology is considered as a trait level perseverance and passion for long term goals. It entails the capacity to sustain both effort and interest in tasks that take long periods of time to complete. The core construct of positive psychological capital PsyCap including hope, efficacy, resilience, and optimism (HERO) is considered to impact Grit in long run (Luthans, 2018). The present study aims to deepen the knowledge and the understanding about the relationship between Grit and Psychological capital in young adults. The sample of the study consisted 150 young adults selected through convenience sampling method from Jaipur city. A correlational research design was used. Participants completed the demographic questionnaire, Grit Scale (2009) and Psychological Capital Questionnaire (Luthans, Avolio, & Avey, 2007). Data was subjected to correlation and multiple regression analysis. Findings revealed a significant positive correlation between Grit and Psychological Capital (Hope, efficacy, resilience, and optimism). The regression model predicted 17% of variance in determining Grit from Psychological capital of which only Self efficacy emerged as a significant independent predictor of Grit. The findings of the study would be helpful in

developing an intervention program for enhancing the psychological capital thereby making the individual grittier.

Introduction

The transition from adolescence to adulthood is a time of profound change, full of challenges, opportunities and key moments that shape one's life according to the complex pattern of human development. Many obstacles originate from their academic pressures and careers. Young adults face the uncertainty of personal struggles and societal expectations as they embark on this journey of discovery and growth. It is in this dynamic landscape that key factors for resilience, well-being and success emerge, especially for young adults navigating the complex stages of this transition.

Grit, a term popularized by psychologist Angela Duckworth, refers to the combination of passion and perseverance towards long-term goals, even in the face of challenges, setbacks, and failures (Duckworth, Peterson, Matthews, & Kelly, 2007). Passion represents a deep and enduring commitment to long-term goals, reflecting an individual's strong sense of enthusiasm and dedication towards their objectives. Perseverance, on the other hand, refers to the ability to maintain effort and resilience in the face of obstacles, setbacks, and failures. It represents a steadfast commitment to continuous improvement and the willingness to persist despite obstacles encountered along the way. Grit is seen as a beneficial quality that does not rely on cognitive abilities, but rather on a person's determination to persistently pursue a particular long-term goal or aspiration, fuelled by their passion for it. This commitment to continued effort enables individuals to overcome obstacles and challenges on their path to achievement. Grit has been linked to success in education, work, and other domains, highlighting its importance for achieving high levels of performance and accomplishment (Duckworth & Quinn, 2009). In her book "Grit: The Power of Passion and Perseverance," Duckworth outlines the equation of "talent times effort = ability" and "skill times effort = achievement" to emphasize the importance of consistent effort in achieving success. She distinguishes between talent, which is innate, and skill, which is developed through sustained effort over time. Duckworth also considers the importance of grit in

directing people to goals and argues that the more important the goal, the higher the level of grit people will have. She emphasized on a study showing that adults who see their work as a calling miss fewer days compared to those who see it as just a job. Fixed vs. the concept of a growth mindset is central to understanding acuity. While people with a fixed mindset believe that they should stay as they are, people with a growth mindset believe that improvement is possible through force and commitment. Duckworth emphasizes that the way people perceive and approach challenges can either provide hope or lead to despair.

Research conducted by Von Culin et al. (2014) and Duckworth (2016) identifies grit as a key psychological trait associated with sustained effort and long-term goal attainment. It emphasizes the importance of consistency and perseverance in overcoming obstacles and achieving higher-level objectives over time. The work of Duckworth et al. (2007) underscores the role of resilience, tenacity, and persistence in demonstrating grit. Grit plays a critical role as a determinant of success across various contexts (Hammond, 2017). Furthermore, grit has been linked to better physical and mental health outcomes, including lower stress levels, reduced risk of burnout, and healthier behaviours (O'Connor et al., 2010). Ultimately, grit is not only associated with immediate benefits but also with personal development and fulfilment, leading to greater life satisfaction, happiness, and a sense of purpose (Maurer & Daukantaitė, 2016).

In the pursuit of personal and professional success, individuals often rely not only on external resources and opportunities but also on their internal psychological assets. One such concept that has gained prominence in recent years is psychological capital (PsyCap), a construct rooted in positive psychology that encompasses elements hope, efficacy, resilience, and optimism. Combined these resources represents HERO – our psychological capital. Developed by psychologists Fred Luthans, Carolyn M. Youssef, and Bruce J. Avolio (2004), it is a reservoir of psychological resources that people can use to cope with stress, overcome challenges and achieve success in various matters. areas. life Extensive research has shown the beneficial effects of psychological capital on various outcomes such as work performance, well-being, and organizational effectiveness (Luthans and Youssef-Morgan, 2017).

Snyder (1991) proposed the concept of hope and defined it as a dynamic process in which people actively pursue their goals. It is a positive trait that shows our ability to clearly envision goals (goal thinking), implement effective plans to achieve them (path thinking), and maintain the desire and determination to use those plans (agency thinking). Hope leads to the achievement of learning goals, and learning goals are positively related to success.

Bandura (1997) proposed the concept of self-efficacy, which refers to an individual's belief in his ability to successfully complete tasks, achieve goals and effectively deal with various situations (Bandura, 1986). It affects people's effort, their resilience to challenges, and their general well-being.

Resilience refers to the process of adapting well in the face of adversity, trauma, tragedy, threats, or even significant sources of stress (APA, 2014). Individuals who possess resilience demonstrate an adeptness in effectively adjusting to dynamic and stressful circumstances. They excel in navigating through adverse experiences and adapting to changes in their environment. Many individuals perceive these resilient individuals as 'strong' when witnessing their ability to rebound from challenging situations. Optimism refers to a positive outlook or attitude towards life, future outcomes, and situations. It involves expecting favourable results, believing in the possibility of success, and maintaining a hopeful perspective even in the face of adversity. Optimistic individuals tend to interpret events in a constructive manner, emphasizing the potential for growth, learning, and improvement. Research suggests that optimism is associated with various benefits, including better physical and mental health, greater resilience, increased motivation, and improved coping strategies (Carver & Scheier, 2014). Optimistic people are motivated to work towards their goals and deal with issues right away. (Peterson & Park, 2006). Both grit and psychological capital (PsyCap) can be categorized as indicators of an individual's positive attributes.

The link between grit and psychological capital is robust and multifaceted. Empirical evidence supports their complementary roles in promoting resilience, achievement, and well-being across various domains. Individuals who exhibit high levels of grit may be more likely to develop greater levels

of hope, self-efficacy, resilience, and optimism over time. Conversely, individuals with higher levels of psychological capital may also experience increases in their grit levels as they navigate challenges and persist in pursuing their goals (Lopez, et.al 2020). Individuals who possess elevated levels of grit tend to engage more frequently in experiences that promote Psychological Capital development. Gritty individuals are notably predisposed to confronting various forms of adversity and recognizing their inherent resilience and efficacy, both of which are integral components of Psychological Capital. Hope and optimism play crucial roles in both grit and academic achievement. College students often experience stress as they strive to manage the multitude of responsibilities that accompany their degree programs (Swick, 1987). Individuals with high levels of hope can devise alternative pathways to achieve their goals, while those with a realistic sense of optimism are inclined to maintain a positive internal dialogue and attribute positive life events to enduring and widespread causes. Leveraging these psychological resources, students can effectively navigate stress and cope with challenging circumstances in more constructive manners (Datu, Valdez, and King, 2020; Avey, Luthans, & Jensen, 2009). PsyCap buffers the negative effects of stress on well-being, suggesting that it enhances individuals' resilience and psychological functioning in the face of adversity (Mayordomo, Viguer, Sales, Satorres, and Meléndez, 2016). Previous researches also shed light on the pertinence of grit and psychological capital in organization and workplace for young adults. Mashod & Kura (2023) investigated the influence of grit on graduate employability (GE), introducing PsyCap resources such as hope, self-efficacy, resilience, and optimism as mediators in the grit-GE relationship. It was founded that the gritty graduates are more likely to possess higher GE, with hope mediating the relationship between grit and GE. There exists a positive effect of grit and organizational justice on psychological capital, emphasizing the importance of reinforcing individual strengths and creating supportive work environments (Flinkman, et.al, 2023). Psychological resources also play a pivotal role in fostering the development of grit and overall well-being among individuals. A few researches have explored the relationship between psychological capital and grit, indicating that positive psychological resources serve as predictors of grit (Datu et.al, 2018). Similarly, research by Wan Sulaiman et al. (2023)

revealed significant effects of psychological capital dimensions on both grit and flourishing, suggesting that psychological resources contribute to the development of grit and overall well-being among individuals. LaRocca, Marshall, and Groves (2023) demonstrated the mediating role of psychological capital in the relationship between grit and motivation to lead in demanding environments. In summary, psychological capital serves as a significant predictor of grit, contributing to individuals' ability to persevere, thrive, and achieve their long-term goals. While there has been substantial research exploring the constructs of grit and psychological capital independently, limited studies have specifically investigated the predictive relationship between psychological capital and grit. A notable differentiation lies in these constructs. Grit has been characterized as more "trait-like," suggesting that it is relatively stable and resistant to change. Previous research has suggested that Grit embodies enduring qualities such as perseverance and passion that are not easily developed over time. On the contrary, PsyCap is more "state-like," meaning it is susceptible to change and can be enhanced through various developmental methods. Together, these qualities form a powerful foundation for success and well-being, empowering young adults to overcome obstacles and realize their full potential in education, career, and life. This gap in the literature underscores the need for further exploration to better understand how psychological capital factors, such as hope, optimism, resilience, and self-efficacy, may influence an individual's level of grit.

Objectives

1. To examine the relationship between psychological capital (hope, efficacy, resilience, and optimism) and grit in young adults.
2. To examine the percent of variance contributed by the dimensions of psychological capital (hope, efficacy, resilience, and optimism) in predicting grit in young adults.
3. To examine the joint effect of the dimensions of psychological capital (hope, efficacy, resilience, and optimism) on predicting grit in young adults.

Hypothesis

1. There would be a significant relationship between psychological capital and grit in young adults.

2. A significant amount of variance in grit would be predicted by psychological capital (hope, efficacy, resilience, and optimism) in predicting grit in young adults

Method

Sample - A sample of 150 young adults between the age group of 18-25 was drawn from Jaipur city (Rajasthan, India) using non-probability convenience sampling. Participants who are well-versed in English and not receiving treatment for any chronic/acute physical or mental illness were selected.

Measures

Demographic Information Questionnaire: Participants' names, ages, genders, educational backgrounds, occupations, and cities were all gathered using a questionnaire to acquire demographic data.

The Short Grit Scale (Duckworth & Quinn, 2009)- It is a 17-item questionnaire to measure the construct of grit. It measures grit on a 5-point Likert scale (1= not like me at all to 5= very much like me). It demonstrates strong reliability, with internal consistency coefficients typically ranging from 0.70 to 0.85, indicating that the items consistently measure the construct of grit. Test-retest reliability has also been established, indicating stable scores over time. The scale demonstrates good validity, supported by content validity through theoretical grounding and construct validity through associations with related constructs such as conscientiousness and achievement outcomes. Factor analyses support its two-factor structure, capturing perseverance of effort and consistency of interests.

Psychological Capital Questionnaire (Luthans, Avolio & Avey, 2007) – It is a 24 item questionnaire measures four psychological resources hope, self-efficacy, resilience, and optimism on 6 points Likert scale (1= strongly disagree to 6 = strongly agree). Reliability analyses consistently demonstrate high internal consistency, with Cronbach's alpha coefficients typically exceeding 0.70 for each subscale and the overall scale, indicating that the items reliably measure the construct of psychological capital. Test-retest reliability studies have also shown stable scores over time, supporting the scale's consistency. Validity evidence is robust, with content validity established through theoretical grounding and construct validity demonstrated through correlations with related

constructs such as well-being, job satisfaction, and performance outcomes. Confirmatory factor analyses support the multi-dimensional structure of the scale, confirming the distinctiveness of self-efficacy, hope, optimism, and resilience factors.

Procedure

After selection of tools, a sample of 150 young adults was selected using non-probability sampling. A consent form was duly filled by the respondents before the questionnaires were given to them. The participants were requested to fill the questionnaires carefully and to respond to all the items in the test. A correlational research design was used for the present study. The scoring was done as per the instructions and data was subjected to correlation and regression analysis using SPSS.

Results & Discussion

Table 1: Descriptive statistics: Mean and Standard Deviation of the variables studied (N = 150)

Variables	Mean	SD
Grit	57.28	7.57
PsyCap	99.24	16.04
Hope	25.18	6.05
Efficacy	26.44	5.74
Resilience	23.62	4.18
Optimism	23.67	3.38

Table 2: Correlation Coefficient between Grit and Psychological capital of young adults (N = 150)

Variables	GRIT
PsyCap	0.41**
Hope	0.34**
Efficacy	0.42**
Resilience	0.27**
Optimism	0.30**

*significant at the 0.05 level. (2-tailed)

**significant at the 0.01 level. (2-tailed)

The result of the bivariate analysis suggests that there exists a significant positive correlation between psychological capital and grit in young adults ($r = 0.41, <0.01$). This indicates that young adults who are higher on grit also tend to possess higher psychological capital. Grit was found to be significantly correlated with its construct of Hope ($r = 0.49, <0.01$), Efficacy ($r = 0.42, <0.01$), Resilience ($r = 0.27, <0.01$) and Optimism ($r = 0.30, <0.01$). Current research findings are substantiated by previous research findings that results showed that psychological capital can promote grit directly (Luthans, Avey, Avolio, and Peterson, 2010). Those with greater levels of grit tend to encounter situations that enhance their psychological capital related to different spheres of life. People who exhibit grit are inclined to persevere through difficulties and acknowledge their own resilience and effectiveness in dealing with challenges. Additionally, hope and optimism play crucial roles in nurturing this trait of consistency and perseverance.

Table 3: REGRESSION MODEL SUMMARY PREDICTING GRIT

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.42 ^a	0.18	0.17	5.33
a. Predictors: (Constant), Psychological Capital (Hope, Efficacy, Resilience, Optimism)				

The above table depicts that 17% of the variance in the Grit is explained by taking all the predictors into consideration. ANOVA was calculated and F-test indicated that the model significantly predicts Grit in the young adults. ($F = 32.88, <0.01$)

Table 4: Beta coefficients, t-ratio, and significance of the t for the extracted model for predicting Grit

Models	B	Std. Errors	t	Significance
(Constant)	22.96	3.59	6.38	0.00
Hope	0.03	0.11	0.25	0.79
Efficacy	0.39	0.14	2.82	0.00
Resilience	-0.07	0.15	-0.49	0.62

Optimism	0.25	0.14	1.77	0.07
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Table 4 depicts the beta values for the independent variables – Hope (0.03), Efficacy (0.39), Resilience (-0.07) and Optimism (0.25) for Grit. The results suggests that of the factors, efficacy account of the 39% of the variance which suggests that young adult who have high efficacy develops the trait of grit in them. Resilience, optimism, and hope were not found to be significant predictors for Grit. As per beta value one unit of change in efficacy can result in 0.39 unit changes in Grit. Individuals with higher levels of grit tend to also possess higher levels of self-efficacy. This relationship makes intuitive sense because individuals who are gritty are more likely to persist in the face of challenges and setbacks, which can contribute to a sense of confidence in their abilities. Similarly, individuals with high self-efficacy are more likely to persevere in pursuing their goals, even when faced with obstacles, which aligns with the characteristics of grit. (Lopez, et.al 2020; Luthans, Avey, Avolio, and Peterson, 2010, Luthans, Luthans & Chaffin, 2007). The development of grit and self-efficacy can be mutually reinforcing. For instance, successfully overcoming challenges and achieving goals can bolster both grit and self-efficacy (Usher, et.al, 2018). Additionally, individuals with high levels of self-efficacy may be more inclined to set ambitious goals and maintain effort over time, which are key components of grit (Cruz, Zarate, Zamarripa, et al, 2022). While these factors are distinct, findings from our current study indicate that PsyCap serves as a significant predictor of Grit among young adults. Past research has also shown Grit to be a stable personality trait, whereas PsyCap levels are adaptable and can be improved. Therefore, integrating PsyCap development activities into school curricula & workplace context is recommended, as it could potentially enhance academic achievement, engagement, and success beyond what Grit alone could account for.

Conclusion

The present study sheds light on the significant role of psychological capital in determining Grit in young adults. Grit was found to be significantly related to the psychological resources – Hope, Efficacy, Resilience and Optimism. Individuals who exhibit high levels of grit may be more likely to

develop greater levels of hope, self-efficacy, resilience, and optimism over time. Conversely, individuals with higher levels of psychological capital may also experience increases in their grit levels as they navigate challenges and persist in pursuing their goals. The findings revealed that Pscap is a significant predictor of Grit in young adults. Out of four resources, efficacy came out to be as an independent significant predictor of Grit in young adults. The greater persistence in effort, often accompanied by a heightened sense of grit, leads to successful performances, thereby bolstering one's self-efficacy and potentially reinforcing their perseverance. The study did not take gender differences into consideration which can be done in future researchers. Grit can also be studied in association with other positive traits. Limited researches on some variables opens the door for more substantial work to be done. The findings of the study would be helpful in developing an intervention program for enhancing the psychological capital thereby making the individual grittier.

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