

## Grit Psychological Resources Scale (GPRS)

### Instructions – Workplace: Individual Level

For each statement below, indicate your level of agreement. When responding, consider your behaviour at work when you are doing work that contributes to individual goals. Think about current behaviour—not how you think you should or want to be. There are no right or wrong answers, so please answer honestly.

### Response Options

1 = Very Strongly Disagree

2 = Strongly Disagree

3 = Disagree

4 = Neutral

5 = Agree

6 = Strongly Agree

7 = Very Strongly Agree

Statement	1	2	3	4	5	6	7
1. I am able to tolerate uncertainty with the way forward.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I am always looking to learn new things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I am usually aware of my behaviour.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I can work outside my comfort zone.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I usually persist with learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I am committed to my goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I pursue activities that are of value to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. My goals provide purposeful direction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I try to learn from bad experiences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I can overcome negative emotions when things are tough.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I usually rebound after difficulties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I have the capabilities to be successful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. As a rule I keep trying until I figure things out.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I am good at dealing with challenges.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. What I want to achieve is clear to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Continuous improvement is important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Feedback helps me to improve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I can improve my capabilities with effort.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. I find most problems can be solved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I can stay focused on the big-picture.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Scoring

The average grit psychological resources (GPR) score is calculated by summing all the statement responses and dividing the total by 20. Possible scores range from 1 to 7 and indicate the GPR level shown in the table below.

Score	Resource Level
Less than 2	Level 1 – Undeveloped
2 to less than 3	Level 2 – Foundational
3 to less than 4	Level 3 – Intermediate
4 to less than 5	Level 4 – Developed
5 to less than 6	Level 5 – Well-developed
6 to less than 7	Level 6 – Advanced

The average sub-scale scores are calculated by summing the statement responses for each psychological resource and dividing the total by 5: statements 1 to 5 for interest, statements 6 to 10 for purpose, statements 11 to 15 for practice, and statements 16 to 20 for hope. Sub-scale scores can be interpreted similarly to the GPR score and used to provide more detailed information on developmental opportunities.

## Individual Use

Given that one's perceived GPR may be influenced by the surrounding environment, separate instructions have been developed for general use (i.e., non-work environments).

## GPRS Citations

Schimschal, S. E., Visentin, D., Kornhaber, R., Barnett, T., & Cleary, M. (2022). Development of a scale to measure the psychological resources of grit in adults. *Nursing & Health Sciences*, 24(3), 752-763. <https://doi.org/10.1111/nhs.12973>

Schimschal, S. E., Cleary, M, Kornhaber, R., Barnett, T, & Visentin, D. (2023). Psychometric evaluation of the grit psychological resources scale (GPRS). *Journal of Multidisciplinary Healthcare*, 16, 913-925. <https://doi.org/10.2147/JMDH.S401652>