

SCORE Model Analysis: Why Most People Will Never Succeed with GRIT?

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Abstract

GRIT for a student is their perseverance in facing the challenges of life in the context of education. Grit is important for students because it drives persistence through challenges and fosters long-term success by encouraging students to keep striving despite setbacks. It helps turn obstacles into opportunities for growth. The discussion of grit using the SCORE model is not much discussed compared to the model in other strategy planning tools. Therefore, this concept paper aims to describe strategy-based assessment in grit practice in Malaysia using the SCORE Model. The methodology used for this concept paper is the thorough analysis of grit using SCORE model that measured among five elements such as Strengths (S), Challenges (C), Options (O), Responses (R) and Effectiveness (E). The major findings show that SCORE model effectively can show the potential of grit by recognizing the strength, challenges, options, responses and effectiveness in educational context. This encourages students to embrace challenges, persist through setbacks, and take ownership of their learning journey. These qualities are integral to developing grit and resilience, which are crucial for long-term academic and personal success. The limitation on this paper can be improving by using any other model to get variety of perspectives such as SWOT, TOWS, NOISE, and SOAR. This finding has important implications towards Growth Mindset Theory that suggests that individuals who believe their abilities can be developed through dedication and hard work are more likely to persevere in the face of challenges. Trait Theories also contributed personality trait related to conscientiousness and perseverance. Trait theories suggest that grit can be stable over time and across situations, influencing how individuals approach tasks and pursue long-term goals. Further research might include longitudinal studies to investigate the stability of grit over time and its predictive capacity for outcomes such as academic performance, career achievement, and overall well-being using any other strategic planning paradigm.

Keywords: Grit, Score Model, Planning Tool, Strategy, Decision Making.

Introduction

GRIT is a psychological concept that refers to courage, perseverance, and effort to achieve long-term goals, despite facing challenges, failures, or difficult obstacles (Duckworth, 2018b).

People with grit usually have high determination, perseverance, and the ability to continue working hard and not giving up despite difficulties. Grit is a psychological trait or characteristic related to mental endurance and strong determination to achieve success in various areas of life. In the context of education, grit refers to a student's effort to face challenges, failures or obstacles faced by students either inside or outside the classroom (Segar & Matore, 2023).

In psychology, there is a difference between grit and resilience. Grit is about persistent and consistent pursuit of a goal even when we struggle, falter, or fail temporarily. Grit is also called perseverance. While resilience means a person's ability to rise again after we struggle, falter, or face failure. For education context, some factors that seem concerning creativity are grit and resilience, the grit has a basic function in the educational and teaching cycle because gritty educators are more inspired to handle difficulties in hard situations (Sun, 2022).

Grit also refers to the persistence and passion needed to achieve long-term goals. This quality involves the ability to persevere in the face of obstacles. Grit also defined as one of the special characteristics to help someone change the perception that the determinants of success or achievement are not just intelligence alone. In fact, grit is a symbol of a person's persistence in achieving long-term goals to overcome obstacles. Grit, which is persistence, is one of the ways to ensure that a person can place efforts to survive in the face of life's obstacles. In measurement field, one study conducted in Malaysia had study on psychometric properties for grit (Matore et al., 2023; Tanesh et al., 2024)

From a psychological perspective, grit is classified as a positive non-cognitive trait. It is based on an individual's passion for long-term goals, coupled with a strong motivation to achieve each goal. A person's resilience in trying to overcome obstacles and challenges to achieve desired results and serve as a driving force in achievement. Duckworth (2018a), also supports this statement by outlining the general concept of grit related to the field of psychology including perseverance, endurance, ambition and patience. The persistent people will be more able to achieve their goals in addition to being able to meet their needs and satisfaction. They will try hard to face challenges and defend their efforts.

Theoretically, the idea of grit also can expand for two main theories called Growth Mindset Theory by Carol Dweck's in early 1970's that suggests that individuals who believe their abilities can be developed through dedication and hard work are more likely to persevere in the face of challenges. Carol Dweck's theory argues people holding a growth mindset believe their abilities can change with practice, while people with a fixed mindset believe that their abilities can't be changed. The Mindset Theories of the individuals can be assumed to be an important predictor of their development and learning (Yilmaz, 2022).

Trait Theories by Gordon Allport introduced the trait theory of personality suggests that people have certain basic traits, and it is the strength and intensity of those traits that account for personality differences. This theory contributed on the personality trait and suggest that grit can be stable over time and across situations, influencing how individuals approach tasks and pursue long-term goals. Besides that, this finding could help in understanding student's self efficiently so that we can properly identify proactive actions for self-development including leadership. Study by Colbert et al (2012), represents a first step toward moving beyond solely using self-ratings of personality to assess the trait theory of leadership.

When refined, the potential of grit is not much discussed in Malaysia due to its relatively limited popularity compared to resilience. Exploring the potential of grit in students in a positive way with an action-oriented approach will help plan more strategically and systematically, especially in deciding a decision. One of the strategies planning tools that is often used is through the SCORE Model. In addition to the SCORE model, there are many other tools such as SWOT, TOWS, NOISE, SOAR and many more (Neal, 2024).

However, SCORE has an advantage with its more positive and action-oriented approach compared to SWOT. Thus, the objective of this concept paper is to describe strategy-based assessment in grit practice in Malaysia using the SCORE Model.

SCORE Model

The SCORE Model is a strategic planning tool used to help organizations assess and develop their strategies. It's designed to guide organizations in evaluating their current strategy and making informed decisions for future planning. The SCORE analysis is a feasible alternative to SWOT and a vital tool that provides a positive outlook for firms looking to make educated decisions. Its effectiveness stems from its comprehensive and methodical approach, which allows decision-makers to capitalize on strengths and opportunities while resolving obstacles (Neal, 2023).

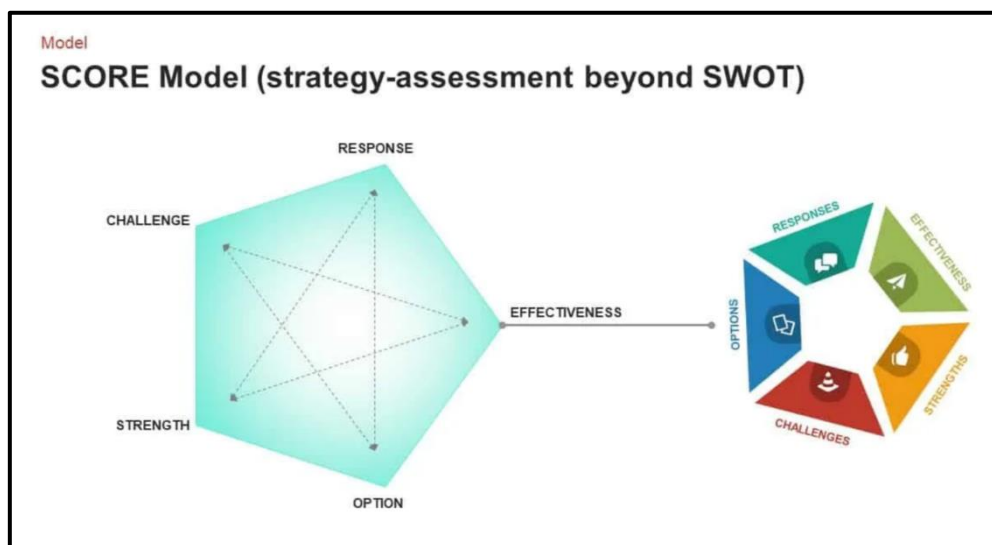


Figure 1: SCORE Model as Strategy Assessment Beyond SWOT (Neal, 2023)

Figure 1 shows the SCORE Model as strategy assessment beyond SWOT. SCORE model stands for five elements such as Strengths (S), Challenges (C), Options (O), Responses (R) and Effectiveness (E) (Neal, 2023). Strengths (S) represents what you are doing well (or have the potential to do well); Challenges (C) represents the areas where you need additional resources or capabilities to succeed; Options (O) represents the opportunities and risks you face; Responses (R) represents the response from stakeholders and returns or rewards you anticipate; and Effectiveness (E) represents how you intend to make your initiative work efficiently and reliably.

SCORE model useful when we wanted to promote a people-first company culture, and this strategy encourages teams to evaluate the institution's strengths, challenges, opportunities, partnerships, and activities. It is similar to the SWOT analysis, but it also indicates how colleague and stakeholder interactions are progressing, as well as the effort that employees put in. This paper consider SCORE compared to SWOT because SWOT matrix environmental factors are oversimplified in some cases and the results may even be far from reality (Taherdoost & Madanchian, 2021).

The SCORE model is often used in corporate and business contexts. In the context of education, the SCORE model has high potential to be used to consider strengths, The SCORE analysis is clearly a significant tool for firms. By incorporating a complete and methodical approach to business assessment, it assists decision-makers in making informed decisions. The emphasis on both internal and external elements offers a comprehensive awareness of the organization's current situation, as well as the opportunities and challenges that lie ahead. As a result, the SCORE analysis enables businesses to maximize on their strengths, handle difficulties, capture opportunities, and develop suitable actions to fulfil the organization's mission.

Strength on GRIT

Grit, a concept introduced by psychologist Angela Duckworth, is defined as perseverance and passion for long-term goals especially in the face of obstacles and failures. The strength of grit in the field of education, plays an important role in determining the ability of a student to continue to strive to achieve academic excellence. Academic achievement is not solely dependent on intellectual intelligence but is also strongly influenced by non-cognitive factors such as perseverance. The academic journey is inherently challenging and students often face obstacles that require more than just cognitive abilities to overcome. Grit becomes an important factor when dealing with difficulties such as complex mathematical concepts, time-consuming assignments and exam pressure. Students with Grit are more likely to persevere through these challenges and maintain focus on their long-term academic goals despite failure. It has a significant additional value to the current data on academic excellence and counselling (Mohan & Kaur, 2021).

Services aimed at strengthening grit in Educational institutions are more geared towards Guidance and Counselling with the help of trained counsellors. Counsellors will help students to persevere in the face of learning challenges. In addition, service of (a) personal coaching will offer one-on-one coaching sessions where students can work with a mentor to set goals, overcome challenges, and build resilience. (b) goal-setting workshops purposely to teach effective goal-setting techniques that encourage long-term commitment and perseverance and (c) mindset training that offer training on growth mindset principles to help students develop a belief in their ability to grow and improve through effort and persistence.

The institution can also realize two sources of support in Malaysia to empower grit, namely (a) Peer Support Networks means creating opportunities for students to connect with peers who share similar goals and challenges, fostering a sense of community and mutual support. Peer support networks refer to groups of individuals who share similar experiences, challenges, or goals and come together to provide mutual support, encouragement, and understanding on grit. In educational settings, peer support networks are often structured to

facilitate positive interactions and collaboration among students, aiming to enhance grit, social and emotional well-being, academic success, and personal growth. The second support system is (b) Counselling and Mental Health Services: Providing access to counsellors or psychologists who can help students navigate emotional challenges, develop coping skills, and maintain mental well-being. Literatur reported that grittier university students are more likely to develop and utilize adaptability resources which, in turn, boost their life satisfaction (Çarkit, 2024).

External parties can provide support to strengthen grit by offering one-on-one coaching sessions where students work with trained professionals to set goals, develop action plans, and navigate obstacles. In addition, they can run holistic development programs by incorporating programs that focus on holistic student development, including emotional intelligence training, mindfulness practices, and stress management techniques. For support based on learning opportunities such as experiential learning opportunities, they can provide opportunities for students to engage in hands-on projects, internships, or community service activities that require sustained effort and resilience. Since not many people are aware of grit, external parties can conduct skill-building workshops such as conducting workshops on goal-setting, time management, effective study habits, and leadership skills—all of which contribute to grit development. All these workshops have the role of strengthening grit by focusing on students according to the perseverance category.

Challenges on GRIT

Cultivating grit, while extremely useful, presents its own set of problems and potential issues. Here are some important concerns and obstacles related to creating grit. First challenge is on overemphasis on perseverance when there is a risk of overemphasizing perseverance to the point where people fail to realize when it is time to pivot or shift direction. Balancing perseverance with flexibility is essential for adapting to new information or conditions. In education context, students with a growth mindset will never stop learning and growing. They work tirelessly to pursue their lifetime goals. They inspire others to see their full potential. Regardless of their position in work or life, they have goals and enthusiasm for what they do (Yazon et al., 2021).

Secondly is burnout and stress. This challenge is constantly pushing oneself to endure can result in burnout, stress, and mental exhaustion, particularly if individuals lack proper support systems or self-care practices. Bikar et al (2018), mentioned that academic burnout was higher among the male students compared to their female counterparts. Not only gender, but this will be affected cultural issues as well. Cultural and contextual differences also giving problems on grit. The concept of grit may vary across cultures and contexts. What is considered admirable perseverance in one culture may be seen as stubbornness or impractical persistence in another. Another part of challenge is when people focus too much on long-term objectives and tenacity, they may overlook other elements of their lives, such as relationships, health, and personal well-being. Misinterpretation of failure also exist especially when grit emphasizes learning from failure, individuals may struggle with interpreting setbacks as opportunities for growth rather than personal inadequacies or shortcomings.

To combat grit, you will need self-control, positivity, goal-setting, and adaptability. Self-control implies that pupils will be able to effectively manage their impulses, emotions, and behaviors, particularly in stressful or demanding situations. Another capability is optimism. It means that

pupils must be able to retain a hopeful and positive attitude, believing in their abilities to achieve goals and overcome challenges. Furthermore, successful individual goal-setting assists the individual in defining clear, explicit, and attainable goals that provide direction and incentive. Time management requires effective time and resource allocation in order to prioritize work, manage deadlines, and maintain productivity. Not ignored is adaptation, which requires students to be flexible and open to change, modifying techniques and approaches as needed in response to new knowledge or circumstances. In addition, Çarkit (2024) reported that present study examined the relations between grit (i.e., adaptivity), career adaptability (CA; i.e., adaptability resources), and LS (i.e., adaptation results) among university students.

Options on GRIT

The options are focusing on opportunities and options. An inherent opportunity in implementing grit is to market grit to specific target groups such as at-risk youth. This opportunity can help them become more resilient in facing future challenges. Without the opportunity to give their understanding to grit will make this effort stalled. Among the initiatives that can be made is through certain NGO movements in providing guidance services continuously without stigma.

Another opportunity that exists is through guidance from the mental health industry in helping someone change their way of life and way of thinking. There are some individuals who do not know how to be resilient in the face of challenges. This guide will be able to provide the best method to go through it in a better and organized way. In addition, opportunities from domestic and foreign collaboration aspects. A different approach to catering to different groups will help get better results. Various interventions such as Western and local pattern will make this unity more dynamic and unique.

Options that can be explored in grit are such as the development of activities such as role models and guest speakers. Invite speakers who embody grit, such as athletes, entrepreneurs, or community leaders, to tell their personal tales of resilience and overcoming adversity. The second alternative is peer support groups, which can form peer support networks or small groups where students can discuss issues, share methods, and encourage one another to develop grit. The third alternative is a mentality training program. This project will teach students to the concepts of growth mindset and fixed mindset. Encourage them to adopt a growth mentality that welcomes challenges, learns from setbacks, and sees effort as a means to achieve mastery.

Responses on GRIT

Grit has many connections with stakeholders such as the Malaysian Ministry of Education, the Ministry of Higher Education, mental health bodies, counselling and the Ministry of Health. This discussion will focus on the feedback expected from the stakeholders towards the implementation of grit in Educational institutions.

The expected response from the education community is a good reception because grit can not only bring a positive aura to the people of the institution such as instructors and students. But also, to executors who carry out administrative functions. Proactive actions need to be implemented regularly and in groups because the challenges faced are different. The

education community can encourage collaboration with industry and alumni networks to provide job opportunities and mentorship to students with high grit, enabling them to understand and adapt to the needs of the increasingly complex job market.

The feedback expected from grit service providers such as public or private counselling companies is the great potential for them to help students identify the challenges and obstacles they face in developing grit. They can provide emotional support and strategies to increase resilience and patience. Counsellors are able to guide students in devising structured action plans to achieve their long-term goals, including strategies for coping with obstacles and failures.

A potential business response to grit services is to offer courses or formal training to students to develop grit. This can include teaching about the patience, endurance, and mental toughness needed to deal with academic and life challenges. In addition, they can create support groups or communities on campus where students can share experiences, support each other, and foster enthusiasm in facing academic and social challenges. From the research aspect, they are able to involve research and innovation in the development of grit among students. Institutions can explore research programs that are oriented to the factors that influence the development of grit and ways to increase resilience in an academic context.

The issue that can be questioned in the rules of the grit implementation procedure is a cultural issue where the question is about the appropriateness of cultural elements and the local context in influencing the perception and development of grit among students? Are there culturally sensitive approaches to consider in planning grit initiatives? Both about the issue of Evaluation and Performance Evaluation which is the method of evaluating student performance in the context of grit? Is there an appropriate way to assess progress in the development of endurance and mental toughness? The third is the issue of curriculum suitability where are the elements of grit well integrated in the academic curriculum? Is there enough space for students to practice and practice resilience and mental toughness?

Effectiveness on GRIT

Effectiveness on grit will be cover on the five main aspect of efficient, reliable, elegant, appropriate and integrated. For efficiency, the grit is efficient in maximise use of resources by emphasizing on (a) Focus and Persistence. Grit involves a focused effort and persistence towards long-term goals. This can help individuals and organizations use resources efficiently by staying committed to achieving objectives without unnecessary distractions or deviations. Secondly is (b) resource allocation that portray grit to encourages careful planning and prioritization of resources, ensuring that time, money, and energy are allocated effectively towards meaningful goals rather than being wasted on unproductive activities.

The grit is reliable and consistent by considering commitment to goals and predictability. Commitment to goals mention that grit involves a strong commitment to goals over an extended period. This reliability ensures that individuals consistently work towards objectives despite setbacks or challenges. For predictability in a business context, grit provides a predictable framework for achieving results. Leaders and employees can rely on individuals with grit to maintain high standards of performance and perseverance.

Grit is elegant and adjustable for human by considering adaptability aspect. Grit is not about rigidly sticking to one path but adapting strategies in response to feedback and changing circumstances. This flexibility makes grit elegant in its approach, allowing individuals to adjust their methods while staying true to their long-term goals. Secondly is Emotional Intelligence that mentioned Grit to involves understanding one's emotions and those of others, enhancing interpersonal skills and decision-making. This emotional intelligence makes grit a sophisticated tool for navigating complex human interactions.

Grit is appropriate for business purpose by aligning it with business objectives by fostering determination, resilience, and the ability to overcome obstacles. This is crucial in competitive environments where perseverance often distinguishes successful ventures from others. Secondly on employee performance that focus on companies benefit from employees with grit who are committed to continuous improvement and achieving organizational goals, contributing to overall productivity and success.

Grit can integrate to any other factors such as collaboration teamwork, leadership strategy and innovation by adaptation. For Collaboration Teamwork, Grit can be integrated with teamwork and collaboration by fostering a supportive environment where individuals encourage each other to persevere and achieve shared goals. For leadership strategy, Gritty leaders can inspire and motivate teams to stay focused on strategic objectives, ensuring alignment between individual efforts and organizational goals. Innovation and Adaptation encourage Grit to supports innovation by encouraging experimentation and learning from failures. It integrates well with factors like creativity and adaptability, essential for staying competitive in dynamic markets. Elnaem et al. (2023) mentioned that higher grit levels were thought to be associated with several factors also such as personal, lifestyle and academic factors.

Figure 2 is the SCORE Framework Model on Grit that shows the aspect that needs to be empower by action taken from holistic approach. What we can learn from this framework is that the SCORE will help to monitor the development of grit in future especially for educational context.



Figure 2: SCORE Framework Model on Grit

Overall, these results indicate that grit has a lot of potential not only in educational setting but also for business purposes. Grit can be commercialized by integrating the stakeholder together in developing guidelines for intervention. Due to practical constraints, this paper cannot provide a comprehensive review of SCORE. This study was only discussing about

positive action using SCORE model. This can be improving by using any other model to get variety of perspectives such as SWOT, TOWS, NOISE, and SOAR. This finding has important implications for Growth Mindset Theory by Carol Dweck which suggests that individuals who believe their abilities can be developed through dedication and hard work are more likely to persevere in the face of challenges. The Mindset Theories embracing a growth mindset fosters grit by encouraging individuals to view setbacks as opportunities for learning and growth. For Trait Theories (e.g., Big Five Personality Traits) will contributed personality trait related to conscientiousness and perseverance. Trait theories suggest that grit can be stable over time and across situations, influencing how individuals approach tasks and pursue long-term goals. Future studies on the current topic are therefore recommended. Further study could extend to conduct longitudinal studies to examine the stability of grit over time and its predictive power for outcomes such as academic success, career achievement, and overall well-being using any other model for strategic planning tool.

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