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Good Morning. My name is Neelam Akram and I am a student of University of Wales Trinity Saint David. I will be presenting to you my research based on Angela's Duckworth Grit model. There are every kind of students in the class (topper, average students, back benchers) some are best in class while others lack behind.

I have always been an average student. I used to wonder what makes a good student a brilliant one and how I be one of them. When I wasn't able to answer this question, upon asking others they described them as Talented or Gifted. So, I gave up my hope on being a top student. But, Angela Duckworth in her YouTube Ted lecture (Grit: the power of passion and perseverance, YouTube: TED), has challenged this notion of being talented or gifted. As per her, any student can be a brilliant one only if they have passion, are persistent and are consistent towards achieving their goals.

Angels Duckworth is a Professor of Psychology in University of Pennsylvania. She has developed GRIT after extensive research based on military academy cadets, children in national spelling bee, teachers and corporate sales people as well. According to her GRIT is a way of passion and persistence directed towards achieving long term goals, with no particular concern for rewards or recognition along the way. She argues that if you have more GRIT you are more likely to be successful in future.



Angela Duckworth in her book *Grit, the power of passion and perseverance*, 2013 has argued that GRIT is a way of measuring people. It is a combination of passion and perseverance. Grit is having the passion to achieve long term goals while sacrificing the short term interests coming along the way. Angela argues that it is not a talent or gift that set a person apart from others but it's their grittiness. The key factor is to remain motivated and consistent throughout the journey.

She has developed a questionnaire based on ten questions that can measure your grittiness. The questions determine your persistence and commitment that how much you are dedicated and committed towards your long term goals. Do you feel the same passion all over your journey or do you find it difficult to maintain interest along the way?

Once you answer the questions, it gives you a score between 0-5. 0 being as less ambitious and less motivated and 5 being as most passionate and with more attributes.

To further check the credibility of Angela's GRIT, I have applied CRAAP test. CRAAP is the process of evaluating information, its reliability and objectivity and it clearly passes the test. To administer CRAAP so we must check;

Currency: the timeliness of the information, when it was published. GRIT is not an old concept, researchers are being made on it and time by time it has proved to be useful making the information/ theory timely.

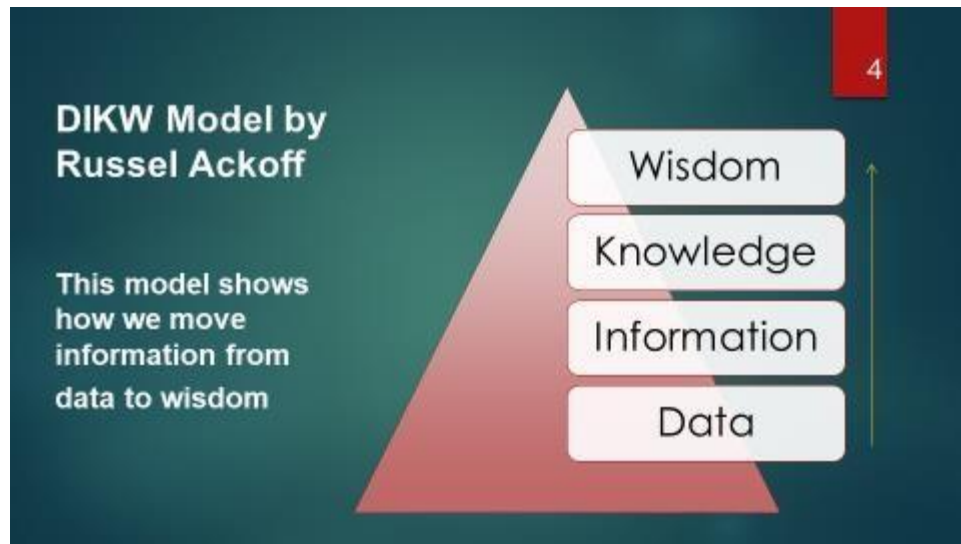
Relevance: does the information is relevant. Angela's research is published over a number of reliable platforms, hence passing the relevance determinant.

Authority: are you using a credible source, information about the author. Are they qualified enough to write on a topic and in our author credible and her credibility can be checked from a number of known sources.

Accuracy: here we are talking about the publisher, where does the information comes from and has it been verified from other sources too.

Purpose: is the purpose of information stated clearly. Is the point of view of author is clear or is it biased i.e. favors only one perspective? Is it for selling, motivating, entertaining, teaching...

After passing the information through each ach of CRAAP I can clearly state that Angela work definitely passes the CRAAP test, However, for further evaluation I have applied DIKW model by Russell Ackoff to check reliability.



To further validate Angels' work and my research I have applied DIKW model developed by Russel Ackwoff (RL Ackoff, 1989). Russel was an American system theorist and a professor of organizational change. This bottom to top pyramid model shows a relationship between data, information, knowledge and wisdom. It is a method in which we use knowledge management to turn data into information, information into knowledge and knowledge into wisdom. It represents a hierarchical order of particular important segments which constitutes the foundation of many researches and presents a logical array of data. (Matjaz Milicos, 2017)

- Data: laid the foundation of any research. These are the numbers that we gather to prove part of our research. It can be primary or secondary, qualitative and quantitative.
- Information: it is the data that has been processed. It can be in the form of numbers, charts or stats.
- Knowledge: Once the data has been gathered and processed, it then requires to be compared with already published research.
- Wisdom: This part demand decision making on part of the search made.

Research Methodology

5

Data Collection



Data is the process of collection of numbers for research. It can be gathered via questionnaire, interviews, surveys, observations and many more. I have begun my research by collecting primary data using Microsoft survey forms. I have developed a questionnaire based on Angela's Duckworth ten questions provided by Angela Duckworth (taken from www.angela-duckworth.com Grit Scale).

My survey is based on Angela's Duckworth ten questions GRIT Questionnaire. I made sure that before filling my survey form each participant fill Angela's Duckworth test to know their GRIT score and look at UK qualification comparison chart to know their highest academic level. By following this practice, I am able to generate 100% true responses.

Based on these two things I then created Microsoft Form asking two questions.

- 1) What is your GRIT score?
- 2) What is your highest qualification?



This is the form that I created using MS Form and asked my fellow students to fill it using the following web link;

https://forms.office.com/Pages/ResponsePage.aspx?id=-REPTm4EBUWcuNshUjEeIbdW951Kb-tPrJZImD_0umIUME9JRTI5STfTR0FOM1RIOEEwN1RYNTBUTy4u.

Before asking to fill the form I made sure that I fully comply General Data Protection Regulations, the details and information are protected and identities were kept anonyms. My sample size was 23, and I chose my fellow class mates as my sample audience.

Results of Data

This is my quantitative data that I generated after evaluating my survey results.

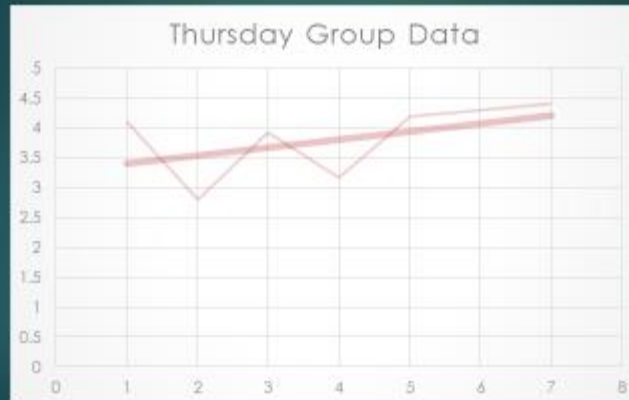
In my next slide I have taken this data And developed it into information by means of graph.

Highest Academic Level	Grit Score
7	4.40
5	4.09
5	4.30
4	4.3
4	2
4	4.2
4	3.20
4	4.50
4	0.8
3	4.2
3	4
3	4.2
3	3.5
3	3.6
3	4
3	4
2	3.0
2	3
2	1
2	4.2
1	4
1	4.2

This is the result that I received of my two question survey form. I then take my raw qualitative data and process it into information by means of graph. I have used Microsoft Excel to transform this data.

Data to Information

8



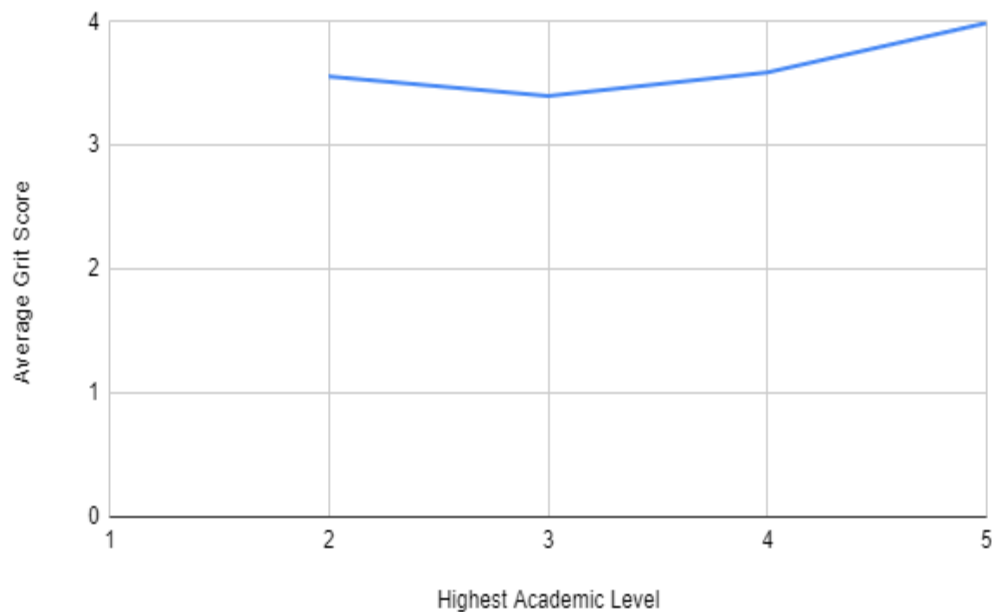
This is the graph I generated using the survey data. Before processing the data, you need to look for any missing or vague data to process it into information successfully. Luckily for me, since I already asked my fellow class mates to follow my rigid instructions to fill up the form, I am able to generate 100% true responses.

Data into Information:

- I converted my data into information by first grouping academic levels through 1 to 5 using MS Excel spreadsheet. They were then sorted into order where I was able to create an average of each of those group levels to produce an average grit score.
- I then plotted average grit score against highest academic level to see if there is a trend in data. The trend showed a similar line as Angela described in her theory. Grit score responds directly to academic level. Higher the academic level higher the grit score is.
- Based on Angela's Duckworth theory highest academic level leads to high grit score and this is what I have seen in my trend chart too.

But to be 100% sure, I used Russel Ackoff theory, where I have compared my data with secondary information which in my case is the survey conducted in University of Wales Trinity St David (UWTSD) 2020 results.

Average Grit Score vs. Highest Academic Level

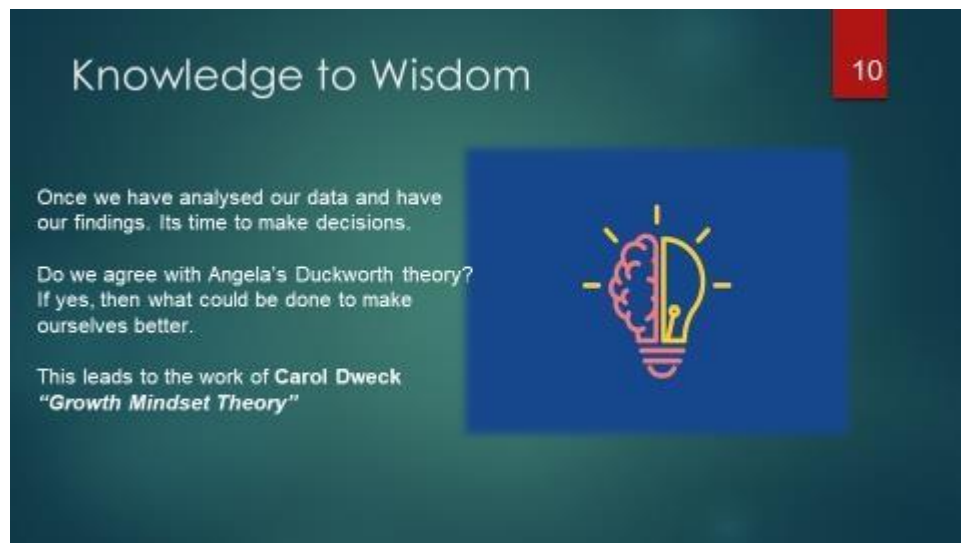


The data was generated in 2020 and is composed of 170 responses collected from University of Wales Trinity St David (UTSD) January 2020 results. We can clearly see a similar kind of trendline as we have seen with our Thursday group data.

But, with my research I have noticed that not all the academic levels produced their respective Grit score, this is what we are arguing about. As per Angela lowest academic level results in low grit score where, with my research people with 1 academic level score a grit of 4.1, negating Angela's theory. But looking at the similar trend line in both the graphs I tend to agree with Duckworth's theory. My sample size was really small as compared Angela's and Thursday group data, may be this was the reason for my ambiguity.

Angela's Duckworth statement that highest grit score leads to highest academic level. This we have seen with our research as well with the one previously done.

As per Ackoff, we can start to make decisions based on the research we have made and knowledge we have acquired. Now comes the question do we agree with Angela's Duckworth theory or not. If we do what are our judgements on that, this according to Ackoff is wisdom. Once we know what our decision would be is referred to as wisdom.



So, after conducting this research, comparing with another I agree with Angela Duckworth theory. The graph is moving upward direction in both the researches as Angela has explained in her TED lecture which has been viewed by more than 20 million people around the world. She also suggests to develop people by embedding grittiness in them. So, we can all be more successful now if we strive to make ourselves better, by being consistent and persistent.

But how do we make people gritty. And in our case students? This question leads me towards "Growth Mindset Theory" presented by Carol Dweck. (the power of believing that you can improve, YouTube: TEDTalk)

Carol Dweck is an American psychologist and professor of Psychology in Stanford University. She proposed that people should have a growth mind set in order to be successful in their lives. Success depends on time and effort rather than by birth talents. People who have a fixed mind set, who believe that they are born with certain talents, intelligence and skills and those are enough to concur the world are not right.

This concludes Angela's theory, we should indulge more in increasing our knowledge rather than relying on our talents. Learn new skills, be open to change so that this would help us in fitting into this world and become successful at the same time.

Thank you.

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11

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