



# Understanding The Correlation And Gender Differences Between Grit And Flourishing In The Indian Context.

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**Abstract:** Grit and flourishing offer a comprehensive framework for understanding how individuals can navigate life's challenges while maintaining a sense of fulfillment and purpose. Consequently, the purpose of this research is to investigate the relation between young adult's grit and flourishing, with a particular emphasis on any possible differences in gender. A sample of 100 participants (50 males, 50 females), aged 18-25, was analyzed using the short Grit scale and the Flourishing scale. According to the analysis, grit and flourishing showed a low but positive correlation ( $r=.300$ ,  $P < 0.05$ ), Supporting the idea that resilience and sustained interest contribute to enhanced psychological well-being. No significant gender differences were observed in either Grit and Flourishing levels, suggesting these traits are consistent across genders in this sample. This study underscores the potential benefits of resilience -building interventions to foster well-being in young adults, regardless of gender. Future research could broaden these findings by exploring additional traits and including more diverse samples to deepen the understanding of Grit and Flourishing impact on self-efficacy and mental health.

**Keywords:** Grit, Flourishing, Well- Being, Gender

## I. INTRODUCTION

“Success is not Just about how hard you work, but how you will thrive doing it well.” This perspective lies in the principles of positive psychology, which emphasizes the importance of not only achieving are goals but also cultivating well-being along the way. Positive psychology, a field dedicated to understanding what makes life worth living, has increasingly focused on the interplay between personal effort and overall happiness. In this context, two crucial concepts emerge: Grit and flourishing.

Grit is defined as the unwavering perseverance and passion for long term goals, and has been identified as a key factor in overcoming obstacles and achieving sustained success (Duckworth et al., 2007). The American psychological association (2020) describes grit as a personality characteristic defined by perseverance and a strong dedication to reaching long term goals. It reflects the capacity to work diligently to surmount challenges, sustaining motivation and effort over time in the face of setbacks, hardships, and diminishing progress. It requires the combination of perseverance, commitment, and steady work over an extended period of time, these are the qualities that are frequently hailed as essential to success.

The two dimensions of consistency of interest and perseverance of effort have been used to characterize it. (CI: Duckworth et al., 2007) In particular, Consistency of interest is essential to comprehending the manner in which grit appears in a person's life. The pathway to intentional practice leads to mastery is consistency of interest (Crede et al., 2016). This concept refers to a person's natural inclination to focus on and continuously cultivate a specific set of interests over a prolonged period. It highlights the ability to maintain a uniform focus and dedication to chosen areas of interests, ensuring that they are not just short-lived pursuits but rather sustained and integral aspects of an individual's life.

The concept of perseverance of effort, like grit, refers to steadfast persistence and a determined resolve to accomplish a goal. Persistence of efforts makes it more straightforward in achievement of mastery despite setbacks (Crede et al., 2016). It highlights the individual ability to maintain focus and commitment over time, refusing to give up despite challenges. Gritty people usually exhibit high levels of tenacity and effort (Datu et al., 2016).

However, grit is necessary for conquering obstacles and realizing objectives, but it is insufficient to provide a happy and fulfilled life on its own. This is where the concept of flourishing comes into play. Flourishing is an indicator of overall well-being. It represents a state of peak human performance, contrasting with experiences of languishing or mental illness (Baumgardner & Crothers, 2015). It signifies not only the lack of mental illness but the existence of positive mental well-being - a life that is not only successful but also deeply satisfying and rich in meaning. Exploring the field of flourishing has become more research intensive due to the growing interest in positive psychology. Living "With in an ideal spectrum of human functioning" is the definition of flourishing, which was first proposed by Keyes (2002) and then expanded upon by Fredrickson and Losada (2005).

It is a positive measure of mental health and well-being. Flourishing individuals generally exhibit high levels of happy emotions, psychological functioning and social functioning (Keyes, 2002).

Grit has been associated with various positive outcomes, including academic success (Hodge et al., 2018); happiness (Singh & Jha, 2008); satisfaction and a sense of belonging (Bowman et al., 2015) as well as psychological well-being (Goodman et al., 2017).

Together, grit and flourishing offer a comprehensive framework for understanding how individuals can navigate life's challenges while maintaining a sense of fulfillment and purpose consequently, there is a need for research to examine the factors linked with flourishing.

While extensive research has explored these concepts individually, understanding their correlation and the potential gender differences in their dynamics remains an area of emerging interest.

This research aims to explore the association between grit and flourishing within Indian context. By examining how these constructs interact, this study seeks to elucidate how grit, with its emphasis on sustained effort and commitment, correlates with the overall state of flourishing, which encompasses a sense of well-being and fulfillment. This understanding is crucial, as it offers insights into how personal resilience and thriving contribute to an individual's overall quality of life.

Moreover, this study will explore gender differences in the levels of grit and flourishing. By measuring and comparing the levels of grit and flourishing between males and females, this research aims to identify any significant disparities and understand how gender may impact the relationship between these two variables.

## II. LITERATURE REVIEW

*Paddy et al.,(2021)* explored the relationship between grit, vitality, and flourishing, emphasizing how grit and vitality affect flourishing. Utilizing a correlational design, data were collected from 449 participants including male and female aged between 18-57 years. The Participants filled out the Flourishing Scale, the Grit Scale, and the Subjective Vitality Scale. Result analysis showed positive correlations among all variables, with hierarchical multiple regression indicating that both grit and vitality significantly predict flourishing. These findings highlight the need for further research into how grit and vitality contribute to flourishing, a crucial aspect of positive psychological construct.

*Shariff et al., (2022)* examined the connection between grit and flourishing among university students, exploring potential gender differences in these constructs. A total of 143 undergraduate students participated using a survey design, completing both the Short Grit Scale and the Flourishing Scale. Pearson correlation and regression analyses revealed a significant relationship between grit and flourishing, with grit accounting for 21% of the variance in flourishing. The study revealed that there are no significant gender differences in levels of either grit or flourishing. These results underscore the significance of grit and flourishing in maximizing individual potential, suggesting that future research could examine their roles in enhancing self-efficacy and overall well-being.

*Jain and Sunkarapalli (2019)* examined the relationship between grit and flourishing among 240 undergraduate students in Hyderabad, India. Grit was Scored using the Grit-scale questionnaire, flourishing was assessed with the help of Flourishing Scale. The results showed notable differences in grit and flourishing levels between first-year and third-year students. Along with a meaningful relationship between the two constructs.

*Ali and Rahman (2012)* research study aimed to compare grit levels between male and female national fencers from Manipur. The study involved 40 fencers (20 male and 20 female) aged 17 to 25 who participated in the national fencing championship. The Grit Scale (GS) developed by Duckworth and Quinn (2009) was used to collect data, which was analyzed using the 't' test. The results indicated no significant differences in consistency of interest, perseverance, or ambition regarding to long-term goals between male and female fencers

*Fuente et al.,( 2019)* did a study of 1,502 Spanish university students aged 18 to 29,they explored the characteristics most linked to flourishing during emerging adulthood, a phase marked by significant transitions. The study considered factors such as perceived family income, developmental tasks, educational aspects, and social support. Results showed a notable gender difference: females reported higher levels of flourishing compared to males. The study variables accounted for 46% of the variance in flourishing for males and 16% for females, with different predictors identified for each gender. The findings highlight gender disparities in flourishing and suggest that future research should explore additional variables to better understand the factors influencing female flourishing and address the observed gender gap.

*Sigmundsson et al.,(2021)* done by Sigmundsson et al.,(2021) used a large sample of 917 participants aged 14 to 77 to examine the gender differences in passion, grit, and mentality. An eight-item Passion Scale, and the Theories of Intelligence Scale (TIS), which also has eight items, is used to measure Passion. The grit was measured with the Grit-S scale The findings showed a significant gender difference in passion, with males scoring higher. Additionally, a composite score, the PGM total score, was calculated from the average z-scores of Passion,grit, and growth mindset. This composite score also showed a significant gender



difference favoring males. The study discusses these results in the context of a more active dopamine system in males.

*Christensen and Knezek (2014)* said learning Motivation is essential for success in both academic and career contexts. This study explored the connection between different psychometric scales and survey items related to motivational characteristics in understanding and accomplishment. In an effort to find similarities and contrasts, It compared historical indices of perseverance and study motivation with contemporary measurement indices of grit and perseverance. Conclusion showed a strong correlation between the Computer Attitude Questionnaire (CAQ), Grit: Persistence of Effort, and CAQ Motivation/Persistence. However, Grit: Consistency of Interests exists as a separate metric. The study also discovered a number of gender discrepancies with women outperforming men in the majority of the assessed categories.

*Frydenberg, E. (2017)* noted that a variety of literary works contribute to our understanding of resilience, with psycho-philosophical viewpoints of positive psychology and Bronfenbrenner's ecological framework making significant contributions. coping ideas discovered in this volume provide more evidence for these. Resilience requires awareness-based ideas like attitude, grit, emotional intelligence and hardness. These ideologies all place a strong emphasis on accomplishment and success. Together, they create a strong framework for building resilience in a variety of situations and over the course of a person's life when combined with a positive psychological viewpoint.

*Guneet Kaur (2023)* sought to explore the psychological profiles of young 35 football players by investigating the relationships between grit, resilience, and well-being. The study found significant interrelationships among grit, resilience, and psychological well-being, providing insights into the athletes' psychological profiles and informing the development of mental training programs.

*Deb, A. (2017)* study, examined how meaningfulness, resilience, and grit contribute to flourishing among 101 postgraduate students of India (51 female, 50 male). Using snowball sampling, participants reported their experiences and adjustments to both positive and negative events over the past year. The results show that females exhibit higher levels of meaningfulness, Flourishing and Grit whereas males score marginally higher in resilience. Moreover, meaningfulness, resilience, and grit are more robust predictors of Flourishing among males and females.

### III. METHODOLOGY

#### Aim

Understanding the correlation and Gender differences between Grit and flourishing in the Indian context.

#### Research objectives

1. To understand the relationship between grit and flourishing.
2. To measure and compare the level of grit and flourishing between males and females.

#### Hypotheses

1. Grit and Flourishing are positively correlated The relationship between grit and flourishing will be similar for males and females.

#### Participants

Participants of the study consist of 100 males and females (50 girls & 50 boys) who were fluent in English. Participants were between the ages of 18 to 25 years. The participation of the subjects was completely voluntary and consented for.

### Tools

**The Grit short scale (Duckworth et al.,2007)** was evaluated using a 12-item scale developed by Duckworth, Peterson, Matthews, and Kelly. The participants rated the items on a 5-point Likert scale (1 = Not like me at all and 5 = Very much like me). The items were divided into two factors: Consistency of Interests and Perseverance of Effort both of these consisted of six items each. The authors of the grit scale emphasized its significance by noting that the grit accounts for the 4% of variance in an individual success. The grit scale demonstrated strong psychometric properties in the Indian sample as indicated by internal consistency and composite reliability. Additionally, it showed good construct validity, with Average Variance Extracted (AVE) of all the factors being 0.50 as reported by Beri, N., Sharma, A. (2019).

**Flourishing scale (Diener et al.,2010)** was utilized to measure flourishing. The Flourishing scale is an eight-item scale that has been designed to assess wellbeing in the areas of relationships, life purpose, self-esteem, and optimism focusing on the eudemonic aspects of wellbeing. All 8 items of the scale are positively framed and the responses are based on a 7-point Likert scale, ranging from “strongly disagree” to “strongly agree.” A higher score denotes greater wellbeing.

### Procedure

Participants were recruited using convenience sampling from local communities and online platforms from the individuals aged between 18-25 years, after obtaining informed consent, participants completed two standardized scales: the Grit Scale (Duckworth et al.,2007), which assessed their passion for long-term goals, and the Flourishing Scale (Diener et al.,2010), which measured their overall well-being and life satisfaction. These questionnaires were administered online or in person, depending on participant availability. Responses were collected anonymously to ensure confidentiality.

Once data was gathered, statistical analyses were conducted to explain the relationship between grit and flourishing, and also to compare these levels between males and females. Data was analyzed using correlation and t-tests to examine differences in grit and flourishing across genders.

## IV. RESULT

Table 1: Shows the Correlation Between Grit and Flourishing

Variables	N	Pearson Correlation(r)	SIG (2 tailed)
Grit	100	.300**	.002
Flourishing	100	.300**	.002

The first Table 1 shows that there is a significantly low positive correlation between Grit and Flourishing among the young age adults in Indian context. The coefficient matrix ( $r = .300$ ,  $p < 0.05$ ) shows a relative moderate correlation between the two variables. It shows that Grit i.e., the maximum capability to work hard despite of obstacles, failures and adversities to sustain effort and interest (American psychological association 2020) is positively correlated with Flourishing state of peak human performance, contrasting with experiences of languishing or mental illness (Baumgardner & Crothers, 2015). They are interdependent, hence proving that if individuals have higher grit, they are likely to have stronger psychological and social functioning. Therefore, the hypothesis is accepted.

Table 2: Mean Difference, Mean, SD &amp; Significance Values of Male and Females in Relation to Grit

	Gender	N	Mean difference	t	df	Mean	SD	SIG (2 tailed)
Grit	Male	50	-.08000	- 0.702	98	3.1600	0.50950	0.484
	Female	50				3.2400	0.62466	

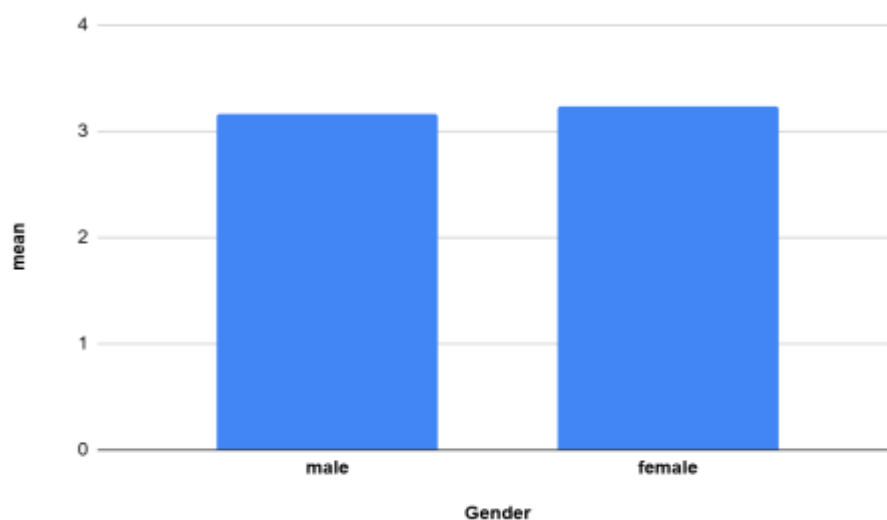


Figure 1: Mean of Grit on Both Gender

Table 2 shows that the levels of Grit among a sample of young adults were investigated in this research study, with outcomes between male and female being carefully compared. Each group has 50 people, making up the sample. It was discovered that there was a mean difference of -.08000 in Grit between males and females. The results of the independent-samples t-test indicated that there is no statistically significant difference in grit scores between male and females. The mean grit score for males is 3.16(SD= 0.50950), while for females, it is slightly higher at 3.24(SD= 0.62466), resulting in a mean difference of -0.08. However, this difference is minimal and not significant, as evidenced by a t-value of -0.702 and a p-value of 0.484, which exceeds the conventional significance threshold of 0.05. Thus the data suggests the grit levels do not meaningfully differ between genders in this sample.

Table 3: Mean Difference, Mean, SD &amp; Significance values of Male and Females in Relation to Flourishing

	Gender	Mean difference	t	df	Mean	SD	Sig (2 tailed)
Flourishing	Male	0.28000	.207	98	45.90	7.132	0.836
	Female				45.62	6.369	

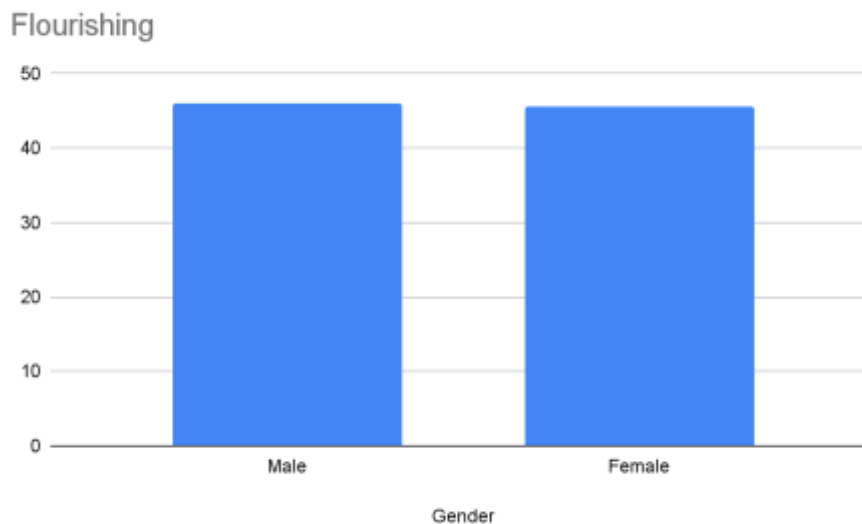


Figure 3: Mean of Flourishing on Both gender

Table 3 shows that the levels of Flourishing among a sample of young adults were investigated in this research study, with outcomes between male and female being carefully compared. Each group has 50 people, making up the sample. The t-test results for Flourishing scores between males and females indicate no statistically significant difference between the two groups. Males have a mean Flourishing score of 45.90 (SD = 7.13213), while females have a slightly lower mean score of 45.62 (SD = 6.36922), with a mean difference of 0.28. The t-value is 0.207, and the p-value (Sig, 2-tailed) is 0.836, which is much greater than the conventional significance threshold of 0.05. This suggests that the small mean difference observed is likely due to random variation, and there is no significant difference in Flourishing between males and females in this sample.

## V. DISCUSSION

The result Table 1 shows that there is a low positive correlation between Grit and Flourishing among the young age adults in Indian context. The coefficient matrix ( $r = .300$ ,  $p < 0.05$ ) shows a relative moderate correlation between the two variables. This supports the hypothesis that individuals likely to have positive psychological functioning over time if they exhibit resilience and sustained interest. This finding also aligns with previous research on Grit's role in enhancing the flourishing (Sharif et al., 2022). Although the previous researches have linked Grit with well-being (Salles et al., 2014; Vainio & Daukantaitė, 2016), Grit has been demonstrated to influence flourishing too. The association also underpins flourishing as a construct that transcends the absence of mental illness to encompass social and psychological well-being (keyes, 2002), emphasizing that traits like grit can foster optimal functioning in life.

The analysis of gender difference in both Grit and flourishing yielded no statistically significant results. For Grit, both male ( $M = 3.16$ ,  $SD = 0.509$ ) and female participants ( $M = 3.24$ ,  $SD = 0.624$ ) displayed similar mean scores, with a minimal mean difference that did not reach significance ( $t = -0.702$ ,  $p = 0.484$ ). Likewise, Flourishing scores showed no significant difference between males ( $M = 45.90$ ,  $SD = 7.132$ ) and females ( $M = 45.62$ ,  $SD = 6.369$ ), with a t-value of 0.207 and a p-value of 0.836. These results imply that grit and flourishing are relatively stable across genders within this sample. This is in relation with previous study by (Shariff et al., 2022) also proves there is no significant gender difference in Grit and flourishing. The lack of significant gender differences could be reflective of shifting societal norms and expectations regarding gender roles, particularly in the Indian context. Over recent years, there has been an increased emphasis on gender equality in education and professional domains. As a result, traits like resilience, perseverance, and a positive mindset which are traditionally encouraged more in men, are now being

equally promoted in women. Thus, both young men and women are similarly motivated to overcome challenges, maintain consistent efforts and engage in behaviors conducive to psychological well-being. Furthermore, these findings align with contemporary positive psychology literature, which suggests that traits like Grit and Flourishing are influenced more by individual personality and environmental factors rather than by Gender alone (Seligman & Csikszentmihalyi, 2000). This implies that both male and female individuals can cultivate Grit and experience flourishing under similar conditions, such as supportive environments, resilience- building experiences, and positive reinforcement.

### Implication

The findings of this research study provide significant application for promoting positive mental health and resilience among young adults in India. The positive correlation between Grit and Flourishing suggests that interventions aimed at enhancing Grit may directly improve an individual's overall well-being. Educational institutions and workplaces may consider integrating resilience building programs, such as goal setting Workshops, persistence training and stress- management which could foster greater emotional and social wellbeing. These interventions can be used uniformly across genders without special adaptations, as evidenced by the lack of gender difference in Grit and Flourishing.

### Limitation

The present study was conducted on young adults to understand the relationship between grit and flourishing. There are few limitations in this research study. First, only two variables Grit and Flourishing were examined, which provides a limited scope. Including other variables such as personality traits, Resilience, Life satisfaction could offer a more comprehensive understanding of well-being among young adults. Additionally, the sample size was small and limited to young adults, which may make it difficult to apply findings to other groups or broader populations. Participant were chosen using a convenience sampling technique, meaning it can introduce bias. Further studies should aim to explore gender differences in Grit and Flourishing in greater detail, as the existing literature shows inconsistencies and leave questions about how these traits vary between males and females. Future research could be incorporated by utilizing a larger, more diverse sample including individuals from different age groups to enhance the generalizability of the results.

## VI. CONCLUSION

This study shed valuable insights into the connection between Grit and Flourishing in young adults in India, with a focus on gender differences. Findings indicate a positive association, suggesting that individuals with higher perseverance and resilience tend to experience greater psychological well-being. No significant gender differences were found, suggesting that these characteristics are equally present and valued across genders in the sample. This consistency reflects societal shifts that increasingly emphasize resilience and positive mentality for all, regardless of gender.

In summary, this study highlights Grit as an essential contributor to flourishing among young adults, suggesting that Resilience- building programs may support well-beings across genders. Future research could explore these dynamics longitudinally and across diverse populations, offering a more thorough and fulfilled understanding of the relationship between Grit and flourishing.



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