

Programmes for Professionals

Grit is Different

Grit is about self-reflection: examining your own behaviours, attitudes and expectations. Grit is about challenging your assumptions and biases, your limiting beliefs, doubts and fears. “It was extremely thought-provoking and unlike any other ... eye-opening”.

Grit is about our inspiring, challenging and sometimes provocative trainers, “dynamic characters who stimulate response with a steady determination to make a clear point.”

Grit starts with you: we believe that when you change your thinking, you change your world.

87% achieve more in their work with young people

84% make more of a difference with young people

84% get to the heart of issues more quickly¹

Over the years we've worked with more than 25,000 adults: from children's services, social work departments, youth charities and housing associations to the armed forces and business. Time and again they tell us, “We wanted different results. Grit was different.”

¹ University of Portsmouth, 2016

Grit Works

Independent evaluators have highlighted how our training “increases [professionals' own] confidence and aspirations, altering their perceptions of young people.” It is this change, in the way that professionals are able to see themselves, that ensures that the “impact on their ability to support young people is very strong.”²

84% feel more confident in helping young people progress

88% are better able to help young people deal with problems

80% are better able to build productive relationships with young people

Our own research tells us that, on average, every youth professional trained in our methodology goes on to use it with 22 young people in the first 12 months.

Grit in Local Government

Grit makes a substantial impact on staff attitudes and performance in local authorities. Morale jumps, turnover falls and services improve. At one council staff turnover dropped from 34% to 6% and resources were freed up as the number of looked after children requiring ongoing support reduced.

² York Consulting, 2012

“I have move[d] more in 3 days with my thoughts and beliefs more than my previous 23 years' service.”
Staff member, Hydebank Wood YO1, 2017

“Projects have gone from strength to strength after the [Grit] intervention.”
CEO, Skillforce, 2014

“I spent Friday night to Sunday morning going through the same training that Grit runs for young people. It was a genuinely brilliant experience – eye-opening on loads of levels. The training is as relevant (and as powerful) for professionals as it is for the young people they typically help. Couldn't recommend it highly enough.”

Simon Rogerson, CEO Octopus Investments 2017

“Having never fully committed to anything and plodding along almost expecting success to throw itself at me I am now aware of what active listening and commitment means in its entirety.”

Youth Worker, 2016

The subsequent Ofsted inspection ratings for the service improved from 3 (satisfactory / adequate) to 2 (good).

Jaded professionals are “reinvigorated” by our training. As one Youth Worker says, “I had become disillusioned with the direction in which youth work was heading (very ‘number crunching’ and impersonal) and I’ve been re-inspired with youth work as a result of the training... it made me realise the importance of youth work, and the difference it can make to young people’s lives.”

94% report increased personal aspirations

69% report improved job satisfaction

Grit in Youth Charities

Grit training can lift the mood of a whole organisation.³ “The training was absolutely amazing, it’s completely transformed my life as an individual, I can totally see the benefit of doing that. The coaching has opened up discussions about life goals and futures.”

In another, “Managers have already expressed how they’ve seen a change in some delivery. Breaking free from the clutches of your ‘attitude’ has had a powerful impact on many staff and Grit have been really supportive in providing additional and individual coaching to any of our staff that have requested it.”

Following Grit programmes youth charities have reported up to 55% reductions in the number of young people dropping out from their services in the early stages and significant

reductions in the number of serious incidents and conflicts amongst young people they work with.

Grit for the Long-Term

A manager at a Housing Association describes how, “After over 25 years of working in the sector Grit has revitalised my outlook and a renewed enthusiasm to move forward with positivity.” Grit has transformed the organisation: “We have created a plan that will embed the [Grit] ethos into the business. This whole experience has given the organisation a fresh new direction and I would recommend it to any service as it allows staff the time and space to reflect on their skills and the way they respond to situations.”

Elsewhere Grit has become embedded as part of local service provision. “We have committed over many years to working with families in partnership with Grit. Importantly the impact alters the ability for families to make good use of the wider range of support and services and to use them in a different way than they may have in the past. Through this partnership we get outstanding results for those families whose lifestyles are most entrenched and challenging.”



Find out more

Contact Ellie Garraway: ellie@grit.org.uk

“The ‘spectacular’ impact of the Grit coaching programme that NEWTEC have embraced is plain to see. With unanimous feedback given to the assessor of “life-changing” and “increased self-awareness” that participants (and internal recipients of the outcomes) have derived from this learning.”

Investors in People (Gold) assessment of Newham Training and Education Centre (NEWTEC)

“The impact has already been enormous. Staff are finding solutions rather than complaining about problems. The leadership teams are now inspired to make brave decisions and our pace of change has increased considerably. We are currently embedding the approach through a programme of coaching “
Donald McGarva, CEO, Amino Communications Ltd 2016

“Grit is exceptional. It requires neither exaggeration nor hyperbole. Grit transform lives, inspiring ordinary people to focus upon their future and work towards their true potential.”

Brigadier Simon T Waddington, British Army

³ Ecorys, 2016