

The Relationship between Grit, Emotional Intelligence and Decision making among Emerging Adults

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ABSTRACT

Grit is characterized as perseverance and determination for long-term objectives. Working hard to overcome obstacles and keeping interest over many years despite failure, hardship, and growth plateaus are all characteristics of grit. Emotional intelligence is the ability to monitor one's own and other people's feelings and emotions, to distinguish between them, and to use this understanding to guide decisions and actions. Decision-making is the process through which an individual, group, or organization decides what future activities to pursue given a set of objectives and restrictions on the resources at their disposal. Issue conceptualization, intelligence gathering, reaching conclusions, and learning from experience will all be part of this process, which will frequently be iterative. The goal of the study is to examine how developing adults' emotional intelligence, grit, and capacity for making decisions relate to one another. The sample consisted of 176 emerging adults of age range 18 to 24. The 12-item Grit Scale, the Emotional Intelligence Self Assessment Tool, and the Decision Making Questionnaire were the tools employed in the study. The data were analysed using SPSS. Spearman Rho correlation was used to find the correlation. The results indicated that there is a considerable positive correlation between emotional intelligence and decision-making ($p < 0.01$) as well as between grit and emotional intelligence ($p < 0.05$). Additionally, there is no significant relationship between grit and decision-making.

Keywords:- Grit, Emotional intelligence, Decision Making, emerging adults, Spearman Rho correlation.

1.Introduction

The concept of emerging adulthood as a developmental stage was initially put out by psychologist Jeffrey Arnett. Between the ages of 18 and 25, emerging adulthood can extend into one's late 20s or perhaps early 30s. The utilization of a sense of identity exploration instability, self-focus, and a sense of being in-between youth and adulthood are characteristics of emerging adulthood. They are people who are making the journey from childhood to adulthood, and many of them are doing so while examining their identity relationships and potential job options. They may not be completely independent in their employment or personal lives, even though they are typically no longer financially dependent on their parents. They tend to develop a stronger sense of self-focus, take on more duties, and become more optimistic throughout this stage. It can also be characterized as the period when a person starts to behave like an adult. Emerging adults concentrate on developing the information, abilities, and self-understanding they will need for their adult lives throughout this

time. In recent decades, an array of positive personal attributes have emerged as important predictors of success in life (Dweck, Walton, & Cohen, 2014; Farrington et al., 2012; Heckman & Kautz, 2014).

A non-cognitive quality called "grit" has been the subject of research during the past few decades. Grit refers to the tendency to pursue long-term goals with steadfast determination (Duckworth, Peterson, Matthews, & Kelly, 2007). According to Duckworth et al. (2007), grit is characterized by desire and tenacity for long-term objectives. It permits someone to keep working toward higher-order goals by maintaining effort and motivation over a lengthy period of time in order to reach the goal against all odds. The concept of grit is distinct because it is unaffected by things like successful outcomes, the difficulty of activities, or intellectual benefits like pleasure obtained (Duckworth et al., 2007). There are two distinct subscales: consistency of interest and perseverance of effort. Numerous studies have indicated that grit, in addition to conscientiousness, offers incremental predictive validity for achievement results, especially for goals of personal significance. Initial researches on grit found that grit accounts for four percent of the variance in success outcomes. Grit is largely researched in regard to academic achievement and productivity, where researchers have discovered a favourable correlation between them. People with more grit are more likely to practice intentionally, which enhances their skills. Through mastery experiences, resilient people may eventually "prove" to themselves that perseverance and a desire for challenges are worthwhile.

Emotional intelligence is a set of abilities that is supposed to support the precise recognition and expression and control of emotion in oneself and others, and the use of feelings to motivate, organize, and achieve personal goals. It is believed that emotional intelligence influences a person's actions and decisions in life. Emotional intelligence has the ability to improve interpersonal connections and social skills. The processes underlying emotional intelligence start when affect-laden information first reaches the perceptual system. An aspect of emotional intelligence is effectively identifying and expressing emotions. This is true because those with higher accuracy have a quicker perception of their own emotions, a quicker reaction to them, and a quicker ability to communicate those feelings to others. Due to the precision with which they understand their own sentiments, people who possess emotional intelligence may also react to them more effectively. By obtaining knowledge that supports a positive perspective of themselves, people try to keep a happy attitude and stay away from negative moods. There is a consistent emotional influence on the elements and techniques used in solving challenges. First of all, a range of future ideas may be sparked by emotional ups and downs. Second, arousal from a pleasurable feeling may change how memories are organized, enhancing the integration of cognitive data and creating the illusion of greater coherence between disparate concepts. Thirdly, emotion directs complex systems toward more pressing demands by "popping" them out of a particular level of processing. The ego may be the focus of attention when one is in certain mental states, such as worry and sorrow. Last but not least, utilizing feelings and moods can encourage people and enhance performance when faced with difficult intellectual tasks. Some of the main factors influencing emotional intelligence include self-regard (the capacity to accurately perceive, comprehend, and accept oneself), self-actualization (the capacity to pursue personal goals and realize one's potential), stress tolerance (the capacity to manage emotions in a healthy and constructive way), optimism (the capacity to be upbeat, hopeful, and see the positive side of life), and happiness (the capacity to feel content with oneself, others, and life in general) (Bar-On, 2005).

The last variable, decision-making is a cognitive notion that has drawn interest from a wide range of study areas, including management, career development, finance, and psychology. Decision-making is defined as the capacity to "take responsibility for one's own decisions, taking into account ethical, social, and security aspects" and has been highlighted as one of the key life skills that directly affect psychological well-being. It has been discovered that there is a correlation between the capacity for managing conflicts and decision-making styles, with reliance being found to be higher for the spontaneous style and lower for the rational approach. According to Janis and Mann (1977), who take a historical approach to the theoretical evolution of the term, decision-making can be divided

into four basic styles: vigilance, hypervigilance, avoidance, and complacency. Studies have shown that avoidant and spontaneous styles are predictors of decision-making capacity, whereas intuitive style is a protective factor and avoidant style is a risk factor. In order to improve decision performance and wisdom, decision makers need to consider individual differences and the context of decision (Phillips et.al. 2016). According to research, several forms of interventions have an impact on how individuals make decisions. For example, scenario planning has been shown to change people's decision-making styles from analytical to intuitive (Bodin et al., 2016). Another study indicated that taking career-relevant courses increased decision-making linked to careers.

2.Review Of Literature

2.1 Review of related literature

Ain, N. U., Munir, M., & Suneel, I. (2021) conducted a study on the “Role of emotional intelligence and grit in life satisfaction”. The study looks at how grit, life satisfaction, and emotional intelligence (as defined by Bar-On) are related. Scales including the Satisfaction with Life Scale (SWLS), the 12-item Grit scale, and the Scale of Emotional Intelligence (SEI) were used to examine the relationships between each of the components. Through random sampling, 350 undergraduate students were chosen. Multiple regression, one-way analysis of variance (ANOVA), the Pearson Product Moment Correlation, Independent Sample t-test, and other statistical studies were performed. According to the study, there is a reasonably substantial correlation between emotional intelligence and grit. Even if it's only a small amount, emotional intelligence and grit influence a person's degree of contentment. Each of the major constructs within Pakistan's cultural setting is presented in the study with insightful detail.

Özer, E. (2021) performed a study on “The relationship between grit and emotional intelligence in university students”. This study aims to investigate the connection between grit and emotional intelligence in college students. 230 students who were enrolled at Konya Selçuk University for the 2017–2018 academic year made up the study group. 22 of them were female students, 208 were male, 123 were first-year students, and 107 were second-year students. The Trait Emotional Intelligence Scale-Short Form (2017) and the Short Grit Scale (2015) are used in the research. These were techniques for gathering data. The Pearson Product Moment Correlation Methodology has looked at the relationship between emotional intelligence and grit. The predictive significance of emotional intelligence was examined using multiple regression analysis. According to the research, there is a strong and positive relationship between emotional intelligence and grit. Testing the significance of the regression coefficients reveals that the overall score for emotional intelligence, self-control, and emotionality are significant predictors.

Katyal, S. (2018) conducted a research on the topic “Assessment of Grit and Decision Making Styles among Males and Females of Different Age Groups”. The goal of this study was to comprehend how men and women's decision-making styles change as their job experiences advance. It also investigated whether a person's grit can be predicted by their decision-making patterns. It was discovered that grit and logical decision-making styles are favourably correlated, whereas grit and dependent, avoidant, and spontaneous decision-making styles are adversely correlated. Additionally, avoidant, reliant, and logical styles were discovered to be important predictors of grit. Inferred from an analysis of variance (ANOVA), grit, rationality, intuition, and avoidance of confrontation all differ significantly between young and older males and females. With regard to job experience level, grit, rationality, and avoidance strategies also vary.

3.Methodology

3.1 Objective

The Objective of the study to find out the relationship between Grit, Emotional Intelligence and Decision making among emerging adults.

3.2 Hypothesis

3.2.1 There will be no significant relationship between grit and decision making.

3.2.2 There will be no significant relationship between grit and emotional intelligence.

3.2.3 There will be no significant relationship between decision making and emotional intelligence.

3.3 Sample

3.3.1 Sample size of the study

The sample consists of 176 emerging adults who fall in the age between 18 to 24. The participants were from colleges in different parts of India.

3.3.2 Inclusion criteria

Emerging adults, males and females belonging to age range 18 to 24 were only included in the study.

3.3.3 Exclusion criteria

Emerging adults, males and females belonging to other than age range 18 to 24 were excluded, Also people who are differently abled and mentally challenged who come under the age group of 18 to 24.

3.4 Variables And Operational Definition

3.4.1 Grit;

It can be defined as a personality trait characterized by perseverance and passion for achieving long-term goal.

3.4.2 Emotional intelligence;

It refers to the awareness of and ability to manage one's own emotions to facilitate thinking and attain goals, as well as the ability to understand emotions in others.

3.4.3 Decision making;

Decision making refers to cognitive process resulting in the selection of a belief or a course of action among several possible alternative options.

3.5 Assessment tools

3.5.1 Grit Scale

The Grit Scale was developed by Angela Duckworth, Christopher Peterson, Michael D. Matthews and Dennis R. Kelly in 2007. It is a 12 item questionnaire rated on a five point scale in which participants have to choose from 1(not like me) to 5(very much like me) terms of how characteristic each item is of the respondent.

3.5.2 Emotional Intelligence scale

Developed in 2000 by Emily A. Sterrett. There are 20 statements on it, and the response options range from 1 (never) to 5 (always) on a Likert scale. An individual's level of emotional intelligence can vary from 5 to 25. Any component where you received a score less than 18 indicates room for improvement.

3.5.3. Decision Making Questionnaire (DMQ)

The Decision making questionnaire was developed by C. Lay in the year 1986. It consists of 21 items . The DMQ is rated on a five point scale in which participants have to choose from 1 (very infrequently or never) to 6 (very frequently or always) . Responses to the 21 DMQ items constituted seven distinct and internally consistent dimensions: thoroughness, control, hesitancy, social resistance, optimising, principled, and instinctiveness. The total score can be calculated by adding all the subscales.

3.6 Research Design

Correlation Research design was used to study the relationship between Grit ,Decision making and Emotional intelligence in emerging adults.

3.7 Data Collection Procedure

Tools for gathering data from the target audience have been finalized. Participants in the investigation received a google-form. Following the participant's consent, explicit instructions were given on how to complete the questionnaire, and participants were given the assurance that the information gathered would be kept confidential. SPSS was used to analyze the data that had been gathered.

3.8 Statistical Techniques

SPSS was used to examine the data. The strength of the relationship between the variables was determined using the Spearman Rho test. Charles Spearman created this non-parametric assessment. The Spearman's rank correlation coefficient is another name for this test.

Result And Discussion

3.9 Result

3.9.1 Spearman's Correlation between grit, decision making and emotional intelligence among emerging adults

Variables	Emotional intelligence	Decision making
r value	.172*	-.042
Grit		
p value	.022	.576

* Correlation is significant at the 0.05 level (2- tailed).

** Correlation is significant at the 0.01 level (2- tailed).

Table 3.9.1 shows the Spearman's Correlation between Grit, Emotional Intelligence and Decision making among emerging adults. The Spearman's correlation coefficient between the variables grit and emotional intelligence is 0.172* and the corresponding p-value is 0.022 . The Spearman's correlation coefficient between the variables grit and decision making is -0.42 and the corresponding p-value is 0.576.

3.9.2Spearman's Correlation between Emotional Intelligence and Decision making among emerging adults

Variables	Decision making
r value	.350**
Emotional intelligence	
p value	.000

* Correlation is significant at the 0.05 level (2- tailed).

** Correlation is significant at the 0.01 level (2- tailed).

Table 3.9.2 shows the Spearman's Correlation between Emotional Intelligence and Decision making among emerging adults. The Spearman's correlation coefficient between the variables emotional intelligence and decision making is 0.350** and the corresponding p-value is 0.01.

3.10 Discussion

The aim of the study was to determine the relationship between Grit , Emotional Intelligence and Decision making. Grit is characterized as perseverance and determination for long-term objectives. Emotional intelligence is the ability to monitor one's own and other people's feelings and emotions, to distinguish between them, and to use this understanding to guide decisions and actions. Decision-making is the process through which an individual, group, or organization decides what future activities to pursue given a set of objectives and restrictions on the resources at their disposal. Tables shows the Spearman's Correlation between Grit ,Decision Making and Emotional Intelligence among emerging adults. From the table 3.9.1 it can be inferred that there is a positive correlation between grit and emotional intelligence among emerging adults which is significant at 0.05 level. Hence the hypothesis is rejected. This implies that greater emotional intelligence might be linked to greater degrees of perseverance and determination for long-term objectives. This might be because emerging adults are better able to deal with pressure and adversity, communicate clearly, and motivate others, all of which can help them accomplish both their own objectives as well as those of others. Studies have shown that Emotional intelligence may make people better able to deal with emotional aspects and help college students maintain adequate levels of learning motivation. However, social support is particularly important when college students face challenges that are beyond their abilities.

Further , from the table 3.9.1 it can be understood that there is a no correlation between grit and decision making. That is the hypothesis is accepted . This suggests that a person's level of grit and decision-making skills are not strongly related. It can be inferred that a young individual tend to change his decisions or plan from time to time in accordance to their surrounding situations ,which can have a strong effect on his or her long term objectives. But these two constructs are well important in forming an emerging individual's successful life. So this relation cannot be accepted fully and further researches are required.

From the table 3.9.2 it can also be understood that there is a positive correlation between Emotional Intelligence and Decision Making which is significant at 0.01 level . This demonstrates that individuals with stronger emotional intelligence typically make better decisions. Thus , the hypothesis is rejected .In other words, it is understandable that emerging adults make good decisions when they have a better understanding of both themselves and the people around them. Emotional intelligence is vital for everyone who wants to be career-ready, according to research. An elevated emotional intelligence aids in connection development, team stress reduction, conflict resolution, and job satisfaction. Also researches says that Emotional intelligence can be learned and developed with time.

3.11 Conclusion

This study investigated the connections between grit, decision-making ability, and emotional intelligence. The results showed that Grit and Decision Making are both positively correlated with Emotional Intelligence. Participants with higher emotional intelligence showed improved decision-making abilities as well as a stronger propensity to pursue their goals with enthusiasm and perseverance. Grit and Decision Making, however, did not correlate with one another, indicating that these two variables might function independently of one another. Even though making good decisions may not always lead to more tenacity, emotional intelligence seems to share some characteristics with both good judgment and grit. The findings demonstrate the significance of emotional intelligence in determining cognitive and behavioural processes, affecting how people make decisions and uphold their dedication to long-term goals. To encourage better decision-making and a more resilient, enduring mindset, organizations and educational institutions may benefit from encouraging the development of emotional intelligence among individuals. The study's drawbacks, including the cross-sectional design and the use of self-report measures that can introduce biases, must be acknowledged. Future studies that employ longitudinal designs and

objective tests may be able to shed more light on the complex interactions between grit, emotional intelligence, and decision making. Overall, this study advances our knowledge of the intricate interactions between emotional and cognitive elements by illuminating the function of emotional intelligence in influencing people's capacity for making decisions and fortitude in the face of obstacles and in the pursuit of their goals.

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