

# Built for HARD

## Grit-Grace Scorecard

### Balance Outcomes and Empathy—Every Conversation, Every Deliverable

Built for Hard™ leaders know grit powers performance, and grace sustains people. Use this scorecard to calibrate both—daily, in under five minutes.

### How to Use

After each high-stakes interaction, rate yourself 1–5 on:

- Grit – Did I push for a clear, measurable outcome?
- Grace – Did the person or team feel valued and understood?

Aim for at least 4 on both axes. Review patterns Friday.

Date / Time	Context	Grit (1-5)	Grace (1-5)	Next Action

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## Improvement Tips

Low Grit? Start meetings with the metric: “Our goal is X by Y.”

Low Grace? Open with genuine curiosity: “What’s on your plate that I should know about?”

Consistent imbalance? Invite a trusted peer to observe and rate your next interaction.

## Research Snapshot

Corporate Executive Board (2023) found teams led by balanced leaders—high outcome focus and high empathy—posted an 18 percent engagement lift and hit revenue targets 12 percent faster.

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