

Research Paper

Relationship of Decision Making Style with Grit and Adjustment

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ABSTRACT

Decision making style refers to the approach taken by an individual while making a decision. There are five types of decision making style: rational, intuitive, dependent, avoidant and spontaneous decision making style. Each decision making style highlights different reasoning taken by the individual. Grit refers to consistency shown by an individual for a long-term goal. It reflects the level of determination of the individual. Adjustment refers to the adaptability of the individual toward a new environment and the level of difficulty they faced during the process of adjustment. The objective of the present study is to understand the relationship of decision making style with grit and adjustment among college students. The purpose is to identify if there is any association between the different decision making style with level of grit and level of adjustment. For these 100 college students were selected as a sample. Grit scale by Duckworth, decision making style inventory by Scott and Bruce and brief adjustment scale were used to gather the data. For data analysis Pearson's correlations correlation was used. The findings of the study stated that there is a positive relationship between rational and intuitive decision making style with grit. Grit shares a negative relationship with spontaneous and avoidant decision making style. It was also revealed that rational and intuitive have a negative relationship with adjustment difficulty. On the other hand, spontaneous and avoidant decision making style has a positive relationship with adjustment. This study can guide college students to understand the benefits of rational and intuitive decision making style. This study can also predict the grit and adjustment based on the decision making style of the individual.

Keywords: *Decision making style, Grit, Adjustment*

Decision making is considered to be a process through which individuals come to make a decision based on the alternatives. There are multiple alternatives from which the individual has to select which alternative is more beneficial and convenient for him/her. For example, a common decision which every individual has to make in his/her life is - What should I do after graduation? Should I get a job or go for further studies? Before making a final decision many factors need to be taken into consideration. The financial background of the person, interest of the person, family background of the person and even the academic performance of the person. The person might evaluate what it could be like if they get a job or go for further studies. If the person wants to go for further studies, they have to assess their academic performance, fee

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structure of the desired course along with its course structure and college or institute of their preference. If the person wants to go for a job, they need to understand the process of getting a job along with the steps that take place before selection of an employee. Personality of the person, cultural and social factors, context of the decision, time constraint, past experiences of the person and education level of the person are one of few factors that affect the decision making process.

There are five type of decision making style

1. Rational decision making style

Individuals who use this type of decision making style tend to gather all the information before making a final decision. They are very systematic and have a logical approach. They give more weightage to facts and figures. They are very confident in their choices. Some studies state that people who use rational decision making style report having a high level of self-image. They also score high on conscientiousness. They are very punctual. They take every decision very seriously.

2. Intuitive decision making style

Individuals who use this type of decision making style tend to go with their inner feelings and gut feelings. They don't give emphasis to facts and figures. They take that decision which feels right to them. People with this style are very creative and imaginative. Past research states that people with intuitive decision making style tend to score high on openness to change and they report a high level of self-image.

3. Dependent decision making style

Individuals with this decision making style tend to be very dependent on the opinions of other people. They ask everyone before making a final decision. They often prefer if others could just tell them what they should do. They are highly influenced by others' viewpoints. They have a gullible personality. Past studies state that people with dependent decision making style report having average self-image. They often score high on agreeableness.

4. Spontaneous decision making style

Individuals with this decision making style make decisions very quickly. They don't like to give careful consideration to the situation or the decision. They don't evaluate or assess alternatives. Their decision making approach is unplanned and impulsive. They also don't evaluate the decision nor its outcome. Individuals with this decision making style score high on extroversion. They are found to be very outgoing and talkative.

5. Avoidant decision making style

Individuals with this decision making style tend to avoid taking any decision. They only make a decision when they have to make one. They are very anxious individuals. They often keep decision making at arms length. They are often worried about the decision due to which they avoid it as much as they can. They tend to score low on self image. They score high on neuroticism.

Grit is the ability of the person to be consistent in a work for a longer period of time to achieve a long term goal. It's considered to be a personality trait. This term was originally used by Angela Duckworth. She is a positive psychologist. She is currently a professor at University of Pennsylvania. She has focused on self-control and grit to improve the life of individuals. She also wrote a book about the same which was one of the best sellers for 21 weeks straight. The main focus of the book was to spread awareness about grit and ways through which we can be more gritter. The reason due to which grit is important is because it's a positive predictor of success. Researchers have suggested that the more we are gritter

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the more chances we have to succeed in life. Duckworth did a study on the same. She asked high school students from Chicago public school to complete the grit scale which was developed by her. After collection of data, she observed their grade and their score on grit scale. After a year it was observed that students who scored high in grit had more chances of graduating than those with low scores on the scale. In the past, it was believed that high intelligence and talent are the only factors which are the predictor or reason of success but it's a partial veracity. There is research which proves differently. In order to develop grit, individuals must have a strong mindset. Strong mindset refers to individual ability and belief that if they put effort the result or outcome will be in their favour. Having a strong mindset helps us to be consistent in a work for a longer duration of time.

Adjustment refers to the person's ability to adapt and change themselves according to the environment. It's said by many philosophers that change is the only thing which is inevitable so it's better we should adjust as we go from one phase of life to another phase of life. Change is the only thing which is going to be permanent in our life. Fighting from it will not help us but if we adapt to the changing world we might get the opportunity to grow and improve.

Every species has to adjust in order to survive. Many anthropologists have stated that humans were able to survive because they adapted to the changing environment. Even the theory of evolution highlights the importance of adjustment and the concept of survival of the fittest. Many people are often scared or fearful of change, they don't see the opportunity it brings. provides individuals with the opportunity to improve, grow and help in reaching their full potential.

REVIEW OF LITERATURE

Decision making style

Katyal (2018) conducted a study on "the relationship between grit with decision making style among male and female". The aim of the study was to assess the impact and association of decision making style with level of grit. For data analysis Pearson correlation coefficient was used. The findings of the study revealed that grit and rational and dependent decision making style have a relatively positive relationship. On the other hand avoidant and spontaneous have a negative relationship. It was later concluded that people who use rational or even dependent decision making style are more grittier in comparison to people using avoidant, intuitive and spontaneous decision making style.

Allwood and Salo (2012) conducted a study on "Decision making style and stress". The aim of the study was to understand the five types of decision making style and its relation to perceived stress and quality of sleep. For this 400 administered officers were selected as participants. The data were interpreted and analysed and the findings stated that avoidant and dependent decision making style has a positive relationship. It means that people with these two types of decision making style are often perceived to be more stressed. On top of this they are more likely to experience poor sleep quality.

Coreh, Yasar and Mustafa (2019) investigated "High school teachers's self esteem and decision making style". The purpose of the investigation was to understand the association of decision making style with self-esteem. For this study a sample of 160 high school teachers were selected. For data collection, a survey method was used. For data analysis correlation was conducted. The findings of the study stated that there is a relationship of

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decision making style with self esteem. In particular, avoidant decision making style showed to have a negative relationship with self esteem.

Fiaz (2021) conducted a study “Decision making predicting decisional procrastination”. The objective of the study was to identify the most prevalent decision making style with procrastination behaviour. For this study, 200 school principals were selected as a sample. They were selected through random sampling technique. They were asked to fill, decision making style and procrastination scale. For data analysis, correlation method was used. The data analysis was analysed and it was revealed that among all decision making styles only avoidant decision making style was positively correlated with procrastination. It was also discovered that rational decision making style was negatively associated with procrastination.

Weiner, Harlow, Adams and Grebstein (2019) conducted a study on “ psychological adjustment of college students from families of divorce family”. The aim of the present research was to study the impact of belonging to divorce family on the adjustment of college students. For these 420 students were taken as samples. Their demographic details were collected and they were asked to complete a psychological adjustment scale. The findings of the study revealed that age at which parents got the divorce, gender of the participants and lack of parental care and attention are linked with the level of adjustment of the college students.

Grit

Barni and Dawra (2019) conducted a study on “Is grit the key element to improve life attitude: A study with military students from argentina”. The aim of the present research was to analyse the impact of grit along with attitude toward life on performance on students. For the present study 162 students from National defence university were taken as sample. They were asked to complete two questionnaires, first one was grit scale and second one pertaining to life attitude. The data was interpreted and analysed and it was revealed that students who have a positive view about life were more grittier in comparison to students who had a negative view.

Lumontod (2019) conducted a study on “How grit, college adjustment and happiness predict freshmen students academic performance”. The objective of the present research is to study the relationship of grit, adjustment and happiness with academic performance among college students. For this present study 313 college students were asked to fill three questionnaires, grit scale, happiness scale and adjustment, for this only freshmen students were eligible for the research. For data analysis correlation statistical analysis was used. The finding of the study revealed that happiness, grit and adjustment are correlated with each other and they all have a positive relationship. It was also found that grit and adjustment were not predictors of academic performance. The only predictor of academic performance was happiness.

Hwong, Lim and Ha (2018) conducted a study on “Effect of grit on the academic success of adult female students at Korean open university”. The aim of the present study was to evaluate the impact of grit, age, self-control and conscientiousness of college students. For sample collection purposive sampling design was used. The data was analysed with the help of correlation. The finding of the study revealed that grit is positively related with self-control and conscientiousness. It was also revealed that grit is negatively correlated with maladjustment. So, it can be concluded that adjustment is also interconnected with the level of grit among college students.

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Lee and Park (2018) conducted a study on “The effect of grit and stress on adjustment of college students”. The objective of the study was to examine the impact of adjustment on grit and stress level. For these 145 college students were selected as a sample. The participants were asked to fill the grit scale, adjustment scale and stress scale. For data analysis correlation and multiple regression were conducted on the data. The findings of the study stated that grit and adjustment have a positive relationship, it means that as adjustment improves grit also improves. The analysis also highlighted that grit and stress have a negative relationship meaning that if stress increases grit decreases. It was also discovered that stress has a negative relationship with adjustment.

Dalton (2016) conducted a study on “Examining the correlation between grit, stress mindset and decision making style”. The aim of the present study was to understand the relation of grit with stress mindset and decision making style among young adults. For this three questionnaires were asked by the participants to fill. They were grit scale, stress mindset scale and maximizing scale. For data analysis correlation and regression were used. The findings of the study revealed that stress mindset has a negative relationship with grit. It means that as stress increases individual persistence will decrease. It was also revealed that people who have a satisfying decision making style tend to be more grittier than those who were maximizing. With the help of regression, it was revealed that satisfying style is a predictor of grit.

Adjustment

Peterson, Fagan, Black and Cooper (2020) conducted a study on “Evaluation of the brief adjustment scale”. The aim of the research was to evaluate the psychometric property of the test. The scale contains 6 items and the scale follows a 5 point likert scale. In order to evaluate the psychometric properties of the test, 3 sample groups were formed. First group consisted of online participants who were a total of 500. Second group consisted of 250 college students. The third group consisted of 300 clinical samples. They all were given the test. The findings revealed the test has good internal consistency of .87 and test retest reliability of .77. Sample group 1 and 2 reported having moderated convergent validity. Sample 3 groups reported having high convergent validity. It was revealed that clinical samples reported higher scores in comparison to non clinical samples. The participants were asked for feedback and they reported that the test was easy and convenient for them to fill. The conclusion from the findings revealed that this test is valid as well as reliable and it can be applied in different settings to evaluate the adjustment level of the person.

Sewon Kang (2017) conducted an investigation on “College life adjustment, grit and self leadership among nursing students”. The objective of the present study was to evaluate the impact of grit and self leadership on adjustment level among college students. For this study a sample of 250 nursing school students were randomly selected. They were asked to fill the grit scale, adjustment scale and self leadership scale. For data analysis, correlation coefficient, t test and regression was used. The result of the study revealed that grit has a positive relationship with college life adjustment and self leadership.

Aalehbahani (2015) conducted a study on “Moral intelligence, identity style and adjustment among adolescents”. The aim of the study was to examine the relationship of these three variables with emphasis on adolescents population. For this sample size was adolescents of age range of 16-18 years. For data analysis, correlation coefficient and regression was used. The data was analysed with the help of SPSS. The result of the study stated that identity

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style has no significant relationship with adjustment. It was also revealed that adjustment has a significant relationship.

METHODOLOGY

Aims

The aim of the present study is to study the relationship of decision making style with grit and adjustment among young adults.

Objective

Following are the objective of the present study,

1. To examine the relationship of decision making style with grit among college students
2. To examine the relationship of decision making style with adjustment among college students.
3. To identify the most prevalent decision making style among college students.

Hypothesis

Following are the hypothesis of the present study -:

1. There is a significant relationship between decision making style with grit among college students.
2. There is a significant relationship between decision making style with adjustment among college students.

Variables

Following are the variables of the present study -:

1. Independent variables - Decision making style.
2. Dependent variables - Grit and adjustment.

Sample and its selection

The total sample size for the present study is set to be 100 young adults. The sampling technique which is being employed for the present study is random sampling technique.

Description of tool employed

Following are the tools used for the present study

1.Grit scale: To measure the grit of the students, a grit scale by Duckworth in 2009 was used. This scale contains 12 items. The responses are gathered with the help of 5 point likert scale. This scale is self-administered. The age limit for this scale starts from age 10 to adult. The scale is not time bound but it roughly takes 5 minutes to complete the test. The scoring for item 2,3,5,7,8 and 11 is reversed and the other remaining items scoring is not reversed. After calculating the raw score, the raw score is divided by 12 to provide the accurate score. The highest score can be 5, meaning the person is very high on grit. The lowest score is found to be 1, meaning the person is very low on grit.

2.Adjustment scale - For the present study Brief adjustment scale was used to assess the psychological adjustment. It can be administered in a group or individual setting. It takes around 2-3 min to complete the test. The scale consists of a total of 6 items. It is a 7 point likert scale, 1 (not at all) and 7 (extremely) It is valid as well as reliable. The test-retest reliability is found to be .76 and the internal consistency ranges from .87 to .92. There is no reverse or negative scoring in this particular scale. The higher the score indicates the lower (poor) psychological adjustment.

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3. Decision making style scale - The authors of Decision making style inventory are Scott and Bruce. It can be administered in an individual or in a group setting. The total number of the items in the scale are 25. It is a 5 point likert scale, the participants have to select from 1 (strongly disagree) to 5 (Strongly agree). It takes about 5-7 min to complete the inventory. It has five subscale (rational, intuitive, dependent, avoidant and spontaneous). It's a valid and reliable test. Its content and face validity range from .68-.95. The internal reliability ranges from .67 to .87 and test retest reliability range from .58 -.67. The subscale in which the participant scores the highest is said to be their decision making style.

Procedure

For the present study, 100 college students were randomly selected as a sample. They were asked to complete 3 questionnaires, Decision making style scale, grit scale and adjustment scale. The participants were made aware about the objective of the study. They were made aware about the confidentiality of their responses.

Statistical analysis

For the present study, Pearson's correlation statistical analysis is being used. The selection of appropriate statistical tools is solely dependent on the aim and purpose of the study. The purpose of the present study is to understand whether there is any kind of relationship of decision making style with grit and adjustment among college students.

RESULT

Table: 1 Pearson's correlation coefficient of decision making style with grit

Variable	Person's correlation	Relationship
Grit and adjustment	-0.89	Strong negative correlation
Rational decision making style and grit	+0.90	Strong positive correlation
Intuitive decision making style and grit	+0.96	Strong positive correlation
Dependent decision making style and grit	+0.71	Moderate positive correlation
Avoidant decision making and grit	-0.89	Strong negative correlation
Spontaneous decision making style and grit	-0.79	Strong negative correlation

Table : 2 Pearson's correlation coefficient of decision making style with adjustment

Variable	Person's correlation	Relationship
Rational decision making style and adjustment	-0.73	Moderate negative correlation
Intuitive decision making style and adjustment	-0.83	Strong negative correlation
Dependent decision making style and adjustment	-0.52	Moderate negative correlation
Avoidant decision making style and adjustment	+0.76	Strong positive correlation
Spontaneous decision making style and adjustment	+0.70	Moderate positive correlation

DISCUSSION

The objective of the present study is to understand the effect of decision making style on grit and adjustment among college students. The primary goal of the study is to understand the impact of each decision making style on the level of grit and adjustment. Its main focus is on

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identifying whether a particular decision making style will report a higher level of grit or not. Similarly, will a particular decision making style report a higher level of adjustment difficulty or not. For this, 100 college students were selected as a sample. They were asked to fill three questionnaires, decision making style inventory, grit scale and adjustment scale. The scales which are used for the present study are valid and reliable. It took 15-20 minutes to complete the questionnaire. For data analysis both descriptive and inferential statistical methods are used.

As shown in table 1, there is a strong positive relationship of rational decision making style and intuitive decision making style with grit, having r scores of +0.90 and +0.96 respectively. It means that people who use this type of decision making style are grittier. There was a moderate positive relationship of dependent decision making style with grit having a r score of +0.71. There is a negative relationship of avoidant and spontaneous decision making with grit having r score of -0.89 and -0.79 respectively. It highlights the fact that people with this decision making style are less gritter.

As shown in table 2, there is a strong negative relationship of rational decision making style and intuitive decision making with adjustment having r score of -0.73 and -0.83 respectively. It states that people who use this type of decision making style find it easy to adjust to new settings. They are less likely to face difficulty in the adjustment process. Dependent decision making style and adjustment have a score of -0.52. It states that they have a moderate relationship. Avoidant and spontaneous decision making styles have a positive relationship with adjustment difficulty having a r score of +0.76 and +0.70 respectively. It means that people with these decision making styles tend to face difficulty in adjustment. The hypothesis is accepted as there is a significant relationship of decision making style with grit and adjustment.

On a similar line, Katyal in the year 2018 conducted a study on the relationship of grit with decision making style. The aim of the study was to develop insight on the effect of grit and decision making style. The findings of the study stated that rational, intuitive and dependent decision making styles have a positive relationship with grit. On the other hand, avoidant and spontaneous decision making styles have a negative relationship.

Decision making is a very important part of our life, we make one decision after another. Researchers have identified that there are only five ways through which we make decisions. Out of these five styles, rational and intuitive are proven to be successful and avoidant and spontaneous have proven to be unsuccessful. Due to this, we can easily predict that if one individual uses rational decision making style and the other uses avoidant decision making style, the first individual is more likely to be successful. The same can be said during the process of adjustment and grit.

CONCLUSION

The purpose of this study is to understand the effect of decision making style on grit and adjustment among college students. For this 100 college students were randomly selected as a sample. They were asked to complete decision making style scale, grit scale and adjustment scale. The data was systematically collected and analysed. For data analysis, mean, standard deviation and pearson's correlation coefficient are used.

The findings of the study highlights that there is a positive relationship of rational and intuitive decision making style with grit. Dependent decision making style has a moderate

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relationship with grit. Avoidant and spontaneous have a negative relationship with grit. It states that people who use avoidant or spontaneous find it difficult to stay committed to a long term goal or decision.

It is also revealed that rational, intuitive and dependent decision making styles have a negative relationship with adjustment difficulty. On the other hand, avoidant and spontaneous decision making styles have a positive relationship with adjustment difficulty. It means that those people with rational, intuitive and dependent decision making style are less likely to face adjustment difficulty and people with avoidant or spontaneous decision making style are more likely to face adjustment difficulty.

Future implications of the study

With the help of this we can use the knowledge gained from this study to help people to increase their level of grit as it is proven to be a positive predictor of success. Along with this we can help individuals who are facing adjustment difficulties by developing rational decision making style in them. We can also identify the individuals who are less likely to face adjustment and commitment difficulties. This study also highlights the importance of developing rational and intuitive decision making style.

Limitations of the study

Every study has its limitations similarly this study also has its limits. The study does not take in consideration other factors that might influence the result such as demographic details of the participants. The sample size taken for this research is very less. Along with this the participants belonged to a particular age group so the finding cannot be generalised to all other age groups.

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Conflict of Interest

The author(s) declared no conflict of interest.

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