Effects of social desirability on grit survey and grit grid scores in pharmacy school applicants

Elizabeth M. Lafitte, PharmD, BCPS1; Corey M. Guidry, PharmD1; Sara C. Pearson, PharmD1; Courtney A. Robertson, PharmD, BCPS1; David J. Caldwell, PharmD, AAHIVP2

1University of Louisiana at Monroe College of Pharmacy, 2University of Arkansas for Medical Sciences College of Pharmacy

RESULTS

Table 1: Grit survey and grit grid scores by SDS group

<table>
<thead>
<tr>
<th>Mean scores</th>
<th>SDS ≤ 3 n=15</th>
<th>SDS = 4 n=30</th>
<th>p-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grit survey</td>
<td>3.95</td>
<td>4.24</td>
<td>0.01</td>
</tr>
<tr>
<td>Consistency of interest subscale</td>
<td>3.67</td>
<td>4.01</td>
<td>0.02</td>
</tr>
<tr>
<td>Persistence of effort subscale</td>
<td>4.25</td>
<td>4.45</td>
<td>0.05</td>
</tr>
<tr>
<td>Grit Grid</td>
<td>3.64</td>
<td>3.93</td>
<td>0.25</td>
</tr>
</tbody>
</table>

OBJECTIVE

To determine whether grit survey scores and grit grid scores may be influenced by social desirability bias in pharmacy school applicants.

BACKGROUND

What is grit? How is it measured?
- Grit, defined by Duckworth et al, is the perseverance and passion for long-term goals.1
- It can be measured using the validated grit-S scale and grit activities grid.2,3

Why is grit measurement useful in pharmacy education?
- Grit survey scores predict attainment of post-graduate residencies4

What is social desirability? How is it measured?
- Social desirability is a type of response bias in which respondents tend to answer in a way that is viewed favorably by others.
- Attitudinal self-assessments are available to measure a respondents tendency to answer in a socially desirable tendency.5

DISCUSSION

Insight
- Total grit survey and consistency of interest subscale scores were significantly higher in students who responded to the SDS in the most socially desirable way.
- Grit grid may be a more useful assessment of grit in the pharmacy school admissions process or other high stakes situations where candidates are likely to give socially desirable answers.

Limitations
- A small sample size and uneven social desirability group sizes may limit the generalizability of results.
- Data collection began halfway through admissions cycle, resulting in an incomplete data set for the class entering Fall 2017.

Future Research
- Continue use of the grit survey, social desirability scale and grit grid in future classes; this will allow for a larger sample size and comparison across classes.
- Re-administer grit survey and social desirability self-report in the same population at a later time to assess changes in response type based on setting.

REFERENCES