

Appendix. Team grit scale

- (1) Once we have set our goal, we keep our focus on it.
- (2) We are a diligent team.
- (3) Our team finishes whatever we begin.
- (4) Our team is able to cope with the changing circumstances at work.
- (5) As a team, we are able to be highly adaptive to achieve our goal.
- (6) Our team members grow closer when we spend time together.
- (7) In our team, we celebrate one another's individual successes.
- (8) We use certain expressions that are unique to our team.

Source: Buchel (2023)