

# What “Distance Traveled” Tells Us About Talent



“**Distance Traveled**” is a new way to measure an individual’s accomplishments and growth, considering their starting point, challenges faced, and trajectory of progress.

## What Does Distance Traveled look like in the Workplace?



### Grit

Persisting through challenges, leading projects to completion despite obstacles.  
Example: meeting tight deadlines.



### Resilience

Bouncing back quickly from setbacks, maintaining team morale.



### Self-Efficacy

Confidence to tackle challenges, persist through obstacles, take initiative, and adapt quickly to new tasks.



### Resourcefulness

Finding creative solutions under pressure, solving unforeseen problems.



### Proactivity

Taking ownership and seeking opportunities for improvement, reducing the manager’s workload.



### Antifragility

Turning challenges into growth opportunities, often innovating from failure.

To learn more about Distance Traveled and why it's important for candidates, check out the eBook on our latest research here:

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