

The No Asshole Rule Building A Civilized Workplace And Surviving One That Isnt

Emmy-award winning gadfly Rowe presents a ridiculously entertaining, seriously fascinating collection of his favorite episodes from America's #1 short-form podcast, The Way I Heard It, along with a host of memories, ruminations, illustrations, and insights.

That Donald Trump is an asshole is a fact widely agreed upon even by his supporters, who actually like that about him. But his startling political rise makes the question of just what sort of asshole he is, and how his assholedom may help to explain his success, one not just of philosophical interest but of almost existential urgency. Enter the philosopher Aaron James, author of the foundational text in the burgeoning field of Asshole Studies: the bestselling *Assholes: A Theory*. In this brisk and trenchant inquiry into the phenomenon that is Donald Trump, James places the man firmly in the typology of the asshole (takes every advantage, entrenched sense of entitlement, immune to criticism); considers whether, in the Hobbesian world we seem to inhabit, he might not somehow be a force for good i.e., the Stronger Asshole; and offers a suggestion for how the bonds of our social contract, spectacularly broken by Trump's (and Ted Cruz's) disdain for democratic civility, might in time be repaired. You will never think about Donald Trump the same way after reading this book. And, like it or not, think about him we must. From the Hardcover edition.

* One of Inc.com's "6 Books You Need to Read in 2020 (According to Bill Gates, Satya Nadella, and Adam Grant)"* Adam Grant's # 1 pick of his top 20 books of 2020* One of 6 Groundbreaking Books of Spring 2020 (according to Malcolm Gladwell, Susan Cain, Dan Pink, and Adam Grant). A former rocket scientist reveals the habits, ideas, and strategies that will empower you to turn the seemingly impossible into the possible. Rocket science is often celebrated as the ultimate triumph of technology. But it's not. Rather, it's the apex of a certain thought process -- a way to imagine the unimaginable and solve the unsolvable. It's the same thought process that enabled Neil Armstrong to take his giant leap for mankind, that allows spacecraft to travel millions of miles through outer space and land on a precise spot, and that brings us closer to colonizing other planets. Fortunately, you don't have to be a rocket scientist to think like one. In this accessible and practical book, Ozan Varol reveals nine simple strategies from rocket science that you can use to make your own giant leaps in work and life -- whether it's landing your dream job, accelerating your business, learning a new skill, or creating the next breakthrough product. Today, thinking like a rocket scientist is a necessity. We all encounter complex and unfamiliar problems in our lives. Those who can tackle these problems -- without clear guidelines and with the clock ticking -- enjoy an extraordinary advantage. *Think Like a Rocket Scientist* will inspire you to take your own moonshot and enable you to achieve

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liftoff.

Introduces the proven rules that a company can use to promote innovation, arguing that the corporate world should hire misfits and encourage them to defy the existing culture and actively consider ideas that appear ridiculous or impractical.

After a lifetime of research, the authors offer the definitive guide to surviving the jackassery in life and making the world a better place--one set of noise-cancelling headphones at a time.time.

Wall Street Journal Bestseller "The pick of 2014's management books." –Andrew Hill, Financial Times "One of the top business books of the year." –Harvey Schacter, The Globe and Mail Bestselling author, Robert Sutton and Stanford colleague, Huggy Rao tackle a challenge that determines every organization's success: how to scale up farther, faster, and more effectively as an organization grows. Sutton and Rao have devoted much of the last decade to uncovering what it takes to build and uncover pockets of exemplary performance, to help spread them, and to keep recharging organizations with ever better work practices. Drawing on inside accounts and case studies and academic research from a wealth of industries-- including start-ups, pharmaceuticals, airlines, retail, financial services, high-tech, education, non-profits, government, and healthcare-- Sutton and Rao identify the key scaling challenges that confront every organization. They tackle the difficult trade-offs that organizations must make between whether to encourage individualized approaches tailored to local needs or to replicate the same practices and customs as an organization or program expands. They reveal how the best leaders and teams develop, spread, and instill the right mindsets in their people-- rather than ruining or watering down the very things that have fueled successful growth in the past. They unpack the principles that help to cascade excellence throughout an organization, as well as show how to eliminate destructive beliefs and behaviors that will hold them back. Scaling Up Excellence is the first major business book devoted to this universal and vexing challenge and it is destined to become the standard bearer in the field.

Shares cases of employee mistreatment from factory workers to corporate executives, describes the types of tactics used by abusive bosses, and offers advice on handling the situation

"This is a timely must-read for managers and anyone who has ever had to deal with a difficult coworker; it addresses a ubiquitous problem in a proactive, positive manner that should get the desired results." - Publishers Weekly Everyone has a "schmuck" in their office---a difficult, disruptive person who upsets the workplace, confuses coworkers, and causes concern. It's hard to understand why schmucks act the way they do, but one thing is certain---they seem to come in all shapes and sizes. . . . - Narcissus---the condescending attention-seeker who carelessly steps on everyone's toes - The Flytrap---the bringer of chaos whose emotional instability causes an office maelstrom - The Bean Counter---the

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orderly perfectionist who never gives up control, even when it's full-steam-ahead to disaster - The Robot---the unreadable stone wall who just can't connect Sound like anyone you know? These are just a few of the more prominent types of difficult people at work. In *The Schmuck in My Office*, Dr. Jody Foster explains the entire spectrum of people we may think of as schmucks, how they can decrease productivity, destroy teams, and generally make everyone else unhappy. Along with nailing down the various types, she looks at personality traits and explains how dysfunctional interactions among coworkers can lead to workplace fiascos. She helps readers understand schmucks as people, figure out how to work with them, and ultimately solve workplace problems. She also makes readers consider the most difficult thing of all: despite where your finger may be pointing, sometimes you are the "schmuck"! Let Dr. Foster teach you how to make your workplace a happier and more productive one.

Presents a history of the word "asshole"--from its use by World War II servicemen to express frustration at arrogant superiors to its first use in print by Norman Mailer to George W. Bush's use of the word to describe a journalist. Nature has perfected the art of deception. Thousands of creatures all over the world - including butterflies, moths, fish, birds, insects and snakes - have honed and practised camouflage over hundreds of millions of years. Imitating other animals or their surroundings, nature's fakers use mimicry to protect themselves, to attract and repel, to bluff and warn, to forage and to hide. The advantages of mimicry are obvious - but how does 'blind' nature do it? And how has humanity learnt to profit from nature's ploys? "Dazzled and Deceived" tells the unique and fascinating story of mimicry and camouflage in science, art, warfare and the natural world. Discovered in the 1850s by the young English naturalists Henry Walter Bates and Alfred Russel Wallace in the Amazonian rainforest, the phenomenon of mimicry was seized upon as the first independent validation of Darwin's theory of natural selection. But mimicry and camouflage also created a huge impact outside the laboratory walls. Peter Forbes' cultural history links mimicry and camouflage to art, literature, military tactics and medical cures across the twentieth century, and charts its intricate involvement with the dispute between evolution and creationism.

The No Asshole Rule Building a Civilized Workplace and Surviving One That Isn't Business Plus

Taming the Abrasive Manager is an ideal resource for managers, human resource professionals, coaches, and anyone who works for or with an abrasive boss. Executive coach Dr. Laura Crawshaw— known as the "Boss Whisperer" for her work in this field—shares her discoveries on how to tame the deep fears that drive abrasive managers to attack their coworkers. In her straight-shooting style, Crawshaw offers invaluable insights gained from her encounters with abrasive bosses in corporate jungles who aggressively defend against threats to their dominance in the high-risk business of survival. These insights, combined with lessons learned from employees and organizations who have successfully reined

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in their unmanageable bosses, provide realistic solutions that will improve the workplace for everyone.

The best organizations have the best talent. . . Financial incentives drive company performance. . . Firms must change or die. Popular axioms like these drive business decisions every day. Yet too much common management “wisdom” isn’t wise at all—but, instead, flawed knowledge based on “best practices” that are actually poor, incomplete, or outright obsolete. Worse, legions of managers use this dubious knowledge to make decisions that are hazardous to organizational health. Jeffrey Pfeffer and Robert I. Sutton show how companies can bolster performance and trump the competition through evidence-based management, an approach to decision-making and action that is driven by hard facts rather than half-truths or hype. This book guides managers in using this approach to dismantle six widely held—but ultimately flawed—management beliefs in core areas including leadership, strategy, change, talent, financial incentives, and work-life balance. The authors show managers how to find and apply the best practices for their companies, rather than blindly copy what seems to have worked elsewhere. This practical and candid book challenges leaders to commit to evidence-based management as a way of organizational life—and shows how to finally turn this common sense into common practice.

This authoritative manual provides valuable insights for turning conflicts in the workplace into productive working relationships.

Now with a new chapter that focuses on what great bosses really do. Dr. Sutton reveals new insights that he's learned since the writing of *Good Boss, Bad Boss*. Sutton adds revelatory thoughts about such legendary bosses as Ed Catmull, Steve Jobs, A.G. Lafley, and many more, and how you can implement their techniques. If you are a boss who wants to do great work, what can you do about it? *Good Boss, Bad Boss* is devoted to answering that question. Stanford Professor Robert Sutton weaves together the best psychological and management research with compelling stories and cases to reveal the mindset and moves of the best (and worst) bosses. This book was inspired by the deluge of emails, research, phone calls, and conversations that Dr. Sutton experienced after publishing his blockbuster bestseller *The No Asshole Rule*. He realized that most of these stories and studies swirled around a central figure in every workplace: THE BOSS. These heart-breaking, inspiring, and sometimes funny stories taught Sutton that most bosses - and their followers - wanted a lot more than just a jerk-free workplace. They aspired to become (or work for) an all-around great boss, somebody with the skill and grit to inspire superior work, commitment, and dignity among their charges. As Dr. Sutton digs into the nitty-gritty of what the best (and worst) bosses do, a theme runs throughout *Good Boss, Bad Boss* - which brings together the diverse lessons and is a hallmark of great bosses: They work doggedly to "stay in tune" with how their followers (and superiors, peers, and customers too) react to what they say and do. The best bosses are acutely aware that their success depends on having the self-

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awareness to control their moods and moves, to accurately interpret their impact on others, and to make adjustments on the fly that continuously spark effort, dignity, and pride among their people.

What is it about the top tech product companies such as Amazon, Apple, Google, Netflix and Tesla that enables their record of consistent innovation? Most people think it's because these companies are somehow able to find and attract a level of talent that makes this innovation possible. But the real advantage these companies have is not so much who they hire, but rather how they enable their people to work together to solve hard problems and create extraordinary products. As legendary Silicon Valley coach--and coach to the founders of several of today's leading tech companies--Bill Campbell said, "Leadership is about recognizing that there's a greatness in everyone, and your job is to create an environment where that greatness can emerge." The goal of EMPOWERED is to provide you, as a leader of product management, product design, or engineering, with everything you'll need to create just such an environment. As partners at The Silicon Valley Product Group, Marty Cagan and Chris Jones have long worked to reveal the best practices of the most consistently innovative companies in the world. A natural companion to the bestseller INSPIRED, EMPOWERED tackles head-on the reason why most companies fail to truly leverage the potential of their people to innovate: product leadership. The book covers: what it means to be an empowered product team, and how this is different from the "feature teams" used by most companies to build technology products recruiting and coaching the members of product teams, first to competence, and then to reach their potential creating an inspiring product vision along with an insights-driven product strategy translating that strategy into action by empowering teams with specific objectives—problems to solve—rather than features to build redefining the relationship of the product teams to the rest of the company detailing the changes necessary to effectively and successfully transform your organization to truly empowered product teams EMPOWERED puts decades of lessons learned from the best leaders of the top technology companies in your hand as a guide. It shows you how to become the leader your team and company needs to not only survive but thrive.

Being around assholes, whether at work or elsewhere, can damage performance and affect wellbeing- having one asshole in a team has been shown to reduce performance by 30 to 40 percent, and research shows that rudeness spreads like a common cold. In The Asshole Survival Guide, Stanford professor Robert Sutton offers practical advice on identifying and tackling any kind of asshole - based on research into groups from uncivil civil servants to French bus drivers, and 8,000 emails that he has received on asshole behaviour. With expertise and humour, he provides a cogent and methodical game-plan to fight back. First, he sets out the asshole audit, to find out what kind of asshole needs dealing with, and asshole detection strategies. Then he reveals field-tested, sometimes surprising techniques, from asshole avoidance and asshole taxes, to mind-tricks and the art of love bombing. Finally, he explains the dangers of asshole blindness - when the problem might be yours truly.

Corrosive work relationships are like black holes that swallow up energy that people need to do their jobs. In contrast, high-quality relationships generate and sustain energy, equipping people

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to do work and do it well. Grounded in solid research, this book uses energy as a measurement to describe the power of positive and negative connections in people's experience at work. Author Jane Dutton provides three pathways for turning negative connections into positive ones that create and sustain employee resilience and flexibility, facilitate the speed and quality of learning, and build individual commitment and cooperation. Through compelling and illustrative stories, *Energize Your Workplace* offers managers, executives, and human resource professionals the resources they need to build high-quality connections in the workplace.

Explains how success in life can be achieved by being mean, selfish, and disrespectful to others, using humorous anecdotes from the author's life as a guide.

Sharing the results of her four-year research journey in simple, jargon-free language, Pryce-Jones exposes the secrets of being happy at work. Focuses on what happiness really means in a work context and why it matters to individuals and organisations in both human and financial terms. Equips readers with the information, knowledge and skills to make the most of the nearly 100,000 hours that they'll spend at work over a lifetime. Demystifies psychological research through a fascinating array of anecdotes, case studies, and interviews from people in the trenches of the working world, including business world-leaders, politicians, particle physicists, and philosophers, sheep farmers, waitresses, journalists, teachers, and lawyers, to name just a few.

What is the one quality that all successful people have in common? They have mastered the art of dealing with people! Let this book show you how to: Achieve your goals Handle the human ego Become a master conversationalist Make others feel good about themselves And much more! Skill with people is the one essential ingredient for success and happiness at home and in business. "The Art of Dealing With People" gives you the skills to take your people skills to a level that you never thought possible! Skill in human relations is similar to skill in any other field, in that success depends on understanding and mastering certain basic general principles. You must not only know what to do, but why you're doing it. As far as basic principles are concerned, people are all the same. Yet each individual person you meet is different. If you attempted to learn some gimmick to deal successfully with each separate individual you met, you would be faced with a hopeless task. Influencing people is an art, not a gimmick. When you apply gimmicks in a superficial, mechanical manner, you go through the same motions as the person who "has a way," but it doesn't work for you. The purpose of this book is to give you knowledge based upon an understanding of human nature: why people act the way they do. The methods presented in this book have been tested on thousands of people who have attended my human relations seminars. They are not just my pet ideas of how you should deal with people, but ideas that have stood the test of how you must deal with people. That is, if you want to get along with them and get what you want at the same time. Yes, we all want success and happiness. And the day is long past, if it ever existed, when you could achieve these goals by forcing people to give you what you want. And begging is no better, for no one has respect for, or any desire to help, the person who constantly kowtows and literally goes around with his hand out, begging other people to like him. The one successful way to get the things you want from life is to acquire skill in dealing with people. Download now and you will learn how.

The definitive guide to working with -- and surviving -- bullies, creeps, jerks, tyrants, tormentors, despots, backstabbers, egomaniacs, and all the other assholes who do their best to destroy you at work. "What an asshole!" How many times have you said that about someone at work? You're not alone! In this groundbreaking book, Stanford University professor Robert I. Sutton builds on his acclaimed Harvard Business Review article to show you the best ways to deal with assholes...and why they can be so destructive to your company. Practical, compassionate, and in places downright funny, this guide offers: Strategies on how to pinpoint

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and eliminate negative influences for good. Illuminating case histories from major organizations. A self-diagnostic test and a program to identify and keep your own "inner jerk" from coming out. The No Asshole Rule is a New York Times, Wall Street Journal, USA Today and Business Week bestseller.

"Pfeffer [blends] academic rigor and practical genius into wonderfully readable text. The leading thinker on the topic of power, Pfeffer here distills his wisdom into an indispensable guide." —Jim Collins, author of New York Times bestselling author Good to Great and How the Mighty Fall. Some people have it, and others don't—Jeffrey Pfeffer explores why in Power. One of the greatest minds in management theory and author or co-author of thirteen books, including the seminal business school text Managing With Power, Pfeffer shows readers how to succeed and wield power in the real world.

"At the Point of Production", a compilation of contributions to "New Solutions Journal of Occupational and Environmental Health Policy", locates workers' health and safety problems in the broad political economy. It argues that without a deep understanding of the social/political/economic context of particular industries or workplaces, we cannot fully grasp the process of recognition and control of industrial hazards. The contributors report on a series of case studies, all of which used the 'point of production' framework to investigate particular problems or industries. The focus of the first section is on globalization, the impact of privatization on the health and safety of workers and communities in Brazil and Mexico. The next section addresses environmental issues: the unintended effects of environmental regulation on workers, the situation of hazardous waste workers and emergency responders, the implementation of toxics use reduction, and the role of workers in pollution prevention. In the third section the contributors explore the intersection of labor relations with gender relations at the point of production. A final chapter deals with some of the practical issues involved in conducting occupational health research in the contested terrain of the workplace.

In this offbeat approach to leadership, college president Steven B. Sample—the man who turned the University of Southern California into one of the most respected and highly rated universities in the country—challenges many conventional teachings on the subject. Here, Sample outlines an iconoclastic style of leadership that flies in the face of current leadership thought, but a style that unquestionably works, nevertheless. Sample urges leaders and aspiring leaders to focus on some key counterintuitive truths. He offers his own down-to-earth, homespun, and often provocative advice on some complex and thoughtful issues. And he provides many practical, if controversial, tactics for successful leadership, suggesting, among other things, that leaders should sometimes compromise their principles, not read everything that comes across their desks, and always put off decisions.

A crash course in managing productive, successful, and happy employees! Effective employee management is imperative to a business' success, but all too often management books turn the important details of best practices into tedious reading that would put even a CEO to sleep. Management 101 cuts out the boring explanations of management policies, and instead provides hand-on lessons that keep you engaged as you learn how to manage productive, happy employees. From hiring and firing to delegating and coaching, this primer is packed with hundreds of entertaining tidbits and concepts that you won't be able to get anywhere else. So whether you're a business owner, a middle-manager with many direct reports, or an entry-level employee learning to supervise interns, Management 101 has all the answers—even the ones you didn't know you were looking for.

A behind-the-scenes look at the firm behind WordPress.com and the unique work

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culture that contributes to its phenomenal success 50 million websites, or twenty percent of the entire web, use WordPress software. The force behind WordPress.com is a convention-defying company called Automattic, Inc., whose 120 employees work from anywhere in the world they wish, barely use email, and launch improvements to their products dozens of times a day. With a fraction of the resources of Google, Amazon, or Facebook, they have a similar impact on the future of the Internet. How is this possible? What's different about how they work, and what can other companies learn from their methods? To find out, former Microsoft veteran Scott Berkun worked as a manager at WordPress.com, leading a team of young programmers developing new ideas. The Year Without Pants shares the secrets of WordPress.com's phenomenal success from the inside. Berkun's story reveals insights on creativity, productivity, and leadership from the kind of workplace that might be in everyone's future. Offers a fast-paced and entertaining insider's account of how an amazing, powerful organization achieves impressive results Includes vital lessons about work culture and managing creativity Written by author and popular blogger Scott Berkun (scottberkun.com) The Year Without Pants shares what every organization can learn from the world-changing ideas for the future of work at the heart of Automattic's success.

The key to a harmonious, highly effective work environment is not by ensuring you work among carbon-copies of yourself whose personalities never clash with one another or with you. That pipe dream could not ever happen, nor would it result in a successful team collaboration even if it could. Instead, most of us are going to work today with individuals who at times come across as incompetent, lazy, spotlight-hugging, whiny, or backstabbing. And then tomorrow we go to work with them again . . . and again . . . and again. Like it or not, the bulk of our waking hours are spent with people at work--people who can grate on our nerves. Therefore, learning to interact effectively with difficult employees, colleagues, and bosses is an absolute essential for our success. With *Powerful Phrases for Dealing with Difficult People*, anyone can learn how to confront head-on the difficult situations that can arise when dealing with these personalities, before they fester and spread. Helpful features inside this practical and easy-to-use book include:

- Thirty common personality traits, behaviors, and workplace scenarios along with the phrases that work best with each
- Nonverbal communication skills to back up your words
- Sample dialogues that demonstrate how phrasing improves interactions
- A five-step process for moving from conflict to resolution
- "Why This Works" sections that provide detailed explanations

Button-pushing situations are going to come up today at work--and tomorrow too. Don't let them rent space inside of you and turning everything to mold. Instead, choose to deploy simple phrases to regain control and resolve conflicts. When you do, you, your colleagues, and your company will be all the better for it!

Do you want more free book summaries like this? Download our app for free at <https://www.QuickRead.com/App> and get access to hundreds of free book and audiobook summaries. Building a Civilized Workplace and Surviving One that Isn't How do you react when you meet a mean-spirited person? If you're anything like author Robert Sutton, you probably think: "Wow, what an asshole!" Maybe you call them something else, like bullies, creeps, jerks, tyrants, or egomaniacs. But overall, asshole seems to best capture the fear and loathing you have for these nasty people. Unfortunately, most of us have to deal with assholes in the workplace, and Sutton aims

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to show how destructive these people are to their colleagues and organizations. You'll learn how to keep these types of jerks out of the workplace as well as how to handle the ones you are stuck with. As you read, you'll learn the total cost of assholes in business, why emotionally distancing yourself is key, and how sometimes being an asshole can be effective.

When the Harvard Business Review asked Robert Sutton for suggestions for its annual list of Breakthrough Ideas, he told them that the best business practice he knew of was 'the no asshole rule'. Sutton's piece became one of the most popular articles ever to appear in the HBR. Spurred on by the fear and despair that people expressed, the tricks they used to survive with dignity in asshole-infested places, the revenge stories that made him laugh out loud and the other small wins that they celebrated against mean-spirited people, Sutton was persuaded to write THE NO ASSHOLE RULE. He believes passionately that civilized workplaces are not a naive dream, that they do exist, do bolster performance and that widespread contempt can be erased and replaced with mutual respect when a team or organisation is managed right. There is a huge temptation by executives and those in positions of authority to overlook this trait especially when exhibited by so-called producers, but Sutton shows how overall productivity suffers when the workplace is subjected to this kind of stress.

Transform Your Workplace with Anytime Coaching The Practical Leader series offers a roadmap for individuals striving to achieve leadership effectiveness within the context of today's complex world. Each book explores a different essential element of successful leadership, providing readers with insightful, real-world perspectives, as well as practical tools and techniques, to help them maximize their potential—personally and professionally. Real-life stories, practical tips and techniques, and the Anytime Coaching model equip managers with a set of coaching tools they can use immediately to transform the way they work with employees and colleagues. This second edition describes how recent findings in neuroscience support the effectiveness of Anytime Coaching practices. You will also discover how the practice of mindfulness can enhance your ability to observe yourself and others. Practical tools and exercises to help you be more present, aware, and focused in day-to-day interactions are included. Whether you lead a cross-functional team on a short-term project or formally manage large groups of people on a daily basis, Anytime Coaching will help you improve performance and achieve results.

Why are some products a hit while others never see the light of day? While there's no foolproof way to tell what will succeed and what won't, every product has a chance as long as it's supported by research, careful planning, and hard work. -Written by successful product manager Marc Abraham, My Product Management Toolkit is a comprehensive guide to developing a physical or digital product that consumers love. Here's a sample of what you'll find within these pages: Strategies for determining what customers want—even when they don't know themselves Clear suggestions for developing both physical and digital products Effective methods to constantly iterate a product or feature Containing wisdom from Abraham's popular blog, this book explores product management from every angle, including consumer analysis, personnel management, and product evolution. Whether you're developing a product for a small start-up or a multinational corporation, this book will prove invaluable.

The international bestseller that will help you transform your personal and

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professional life by changing the way you think. Today, the pressure to achieve is intense. To be at our best, we need our minds working at peak potential. But unless you train it, your mind stays on autopilot, stuck in unhealthy thought patterns that lead to self-sabotaging habits and behaviors. As with your body, you have to exercise your mind to get the most out of it. Sebastian Bailey and Octavius Black, founders of Mind Gym, help you change your mental default settings through a series of “workouts” that have been tested and experienced by more than one million people from around the world and from companies such as Google, NBCUniversal, Shell, Pfizer, and PepsiCo. This hands-on guide presents a fitness program for the mind that tackles the most common challenges at work and home: How to adopt a positive mindset How to repair broken relationships How to resolve conflict successfully How to influence others How to minimize stress and gain energy How to be more creative Insightful, proven, and practical, Mind Gym is the essential mental workout that will wake up your mind and help you be your best in life.

Finalist for the 2015 Financial Times and McKinsey Business Book of the Year Best business book of the week from Inc.com The author of Power, Stanford business school professor, and a leading management thinker offers a hard-hitting dissection of the leadership industry and ways to make workplaces and careers work better. The leadership enterprise is enormous, with billions of dollars, thousands of books, and hundreds of thousands of blogs and talks focused on improving leaders. But what we see worldwide is employee disengagement, high levels of leader turnover and career derailment, and failed leadership development efforts. In Leadership BS, Jeffrey Pfeffer shines a bright light on the leadership industry, showing why it’s failing and how it might be remade. He sets the record straight on the oft-made prescriptions for leaders to be honest, authentic, and modest, tell the truth, build trust, and take care of others. By calling BS on so many of the stories and myths of leadership, he gives people a more scientific look at the evidence and better information to guide their careers. Rooted in social science, and will practical examples and advice for improving management, Leadership BS encourages readers to accept the truth and then use facts to change themselves and the world for the better.

From the leading authority on workplace incivility, Christine Porath, shows why it pays to be civil, and reveals just how to enhance effectiveness in the workplace and beyond by mastering civility. Incivility is silently chipping away at people, organizations, and our economy. Sights, insensitivities, and rude behaviors can cut deeply and hijack focus. Even if people want to perform well, they can't. Ultimately incivility cuts the bottom line. In MASTERING CIVILITY, Christine Porath shows how people can enhance their influence and effectiveness with civility. Combining scientific research with fascinating evidence from popular culture and fields such as neuroscience, medicine, and psychology, this book provides managers and employers with a much-needed wake-up call, while also reminding them of what they can do right now to improve the quality of their

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workplaces.

Learn how to thrive in—or escape from—a toxic work environment. Toxic organizations are rife with conflict, fear, and anger. The environment causes people to have physiological responses as if they're in a fight-or-flight situation. Healthy people become ill. Colds, flu and stress-related illnesses such as heart attacks are more common. By contrast, in resonant organizations, people take fewer sick days and turnover is low. People smile, make jokes, talk openly and help one another." - Annie McKee (author, consultant) Many employees experience the reality of bullying bosses, poisonous people, and soul-crushing cultures on a daily basis. *Rising Above a Toxic Workplace* tells authentic stories from today's workers who share how they cope, change, or quit. Candidly they open up about what they learned, what they wish they had done, and how to gain resilience. Insightfully illustrating from these accounts, authors Gary Chapman, Paul White, and Harold Myra blend their combined experiences in ministry and business to deliver hope and practical guidance to those who find themselves in an unhealthy work environment. Includes a Survival Guide and Toolkit full of strategies and realistic insights

In the spirit of the mega-selling *On Bullshit*, philosopher Aaron James presents a theory of the asshole that is both intellectually provocative and existentially necessary. What does it mean for someone to be an asshole? The answer is not obvious, despite the fact that we are often personally stuck dealing with people for whom there is no better name. Try as we might to avoid them, assholes are found everywhere—at work, at home, on the road, and in the public sphere. Encountering one causes great difficulty and personal strain, especially because we often cannot understand why exactly someone should be acting like that. Asshole management begins with asshole understanding. Much as Machiavelli illuminated political strategy for princes, this book finally gives us the concepts to think or say why assholes disturb us so, and explains why such people seem part of the human social condition, especially in an age of raging narcissism and unbridled capitalism. These concepts are also practically useful, as understanding the asshole we are stuck with helps us think constructively about how to handle problems he (and they are mostly all men) presents. We get a better sense of when the asshole is best resisted, and when he is best ignored—a better sense of what is, and what is not, worth fighting for.

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