

9 Lies About Work

John William Norie

Nine Lies About Work Marcus Buckingham,Ashley Goodall,2019-04-02 Forget what you know about the world of work. You crave feedback. Your organization's culture is the key to its success. Strategic planning is essential. Your competencies should be measured and your weaknesses shored up. Leadership is a thing. These may sound like basic truths of our work lives today. But actually, they're lies. As strengths guru and bestselling author Marcus Buckingham and Cisco Leadership and Team Intelligence head Ashley Goodall show in this provocative, inspiring book, there are some big lies--distortions, faulty assumptions, wrong thinking--that we encounter every time we show up for work. Nine lies, to be exact. They cause dysfunction and frustration, ultimately resulting in workplaces that are a pale shadow of what they could be. But there are those who can get past the lies and discover what's real. These freethinking leaders recognize the power and beauty of our individual uniqueness. They know that emergent patterns are more valuable than received wisdom and that evidence is more powerful than dogma. With engaging stories and incisive analysis, the authors reveal the essential truths that such freethinking leaders will recognize immediately: that it is the strength and cohesiveness of your team, not your company's culture, that matter most; that we should focus less on top-down planning and more on giving our people reliable, real-time intelligence; that rather than trying to align people's goals we should strive to align people's sense of purpose and meaning; that people don't want constant feedback, they want helpful attention. This is the real world of work, as it is and as it should be. *Nine Lies About Work* reveals the few core truths that will help you show just how good you are to those who truly rely on you.

Nine Lies about Work Marcus Buckingham,Ashley Goodall,2019-04-02 How do you get to what's real? Your organization's culture is the key to its success. Strategic planning is essential. People's competencies should be measured and their weaknesses shored up. People crave feedback. These may sound like basic truths of our work lives today. But actually, they're lies. As strengths guru and bestselling author Marcus Buckingham and Cisco Leadership and Team Intelligence head Ashley Goodall show in this provocative, inspiring book, there are some big lies--distortions, faulty assumptions, wrong thinking--running through our organizational lives. Nine lies, to be exact. They cause dysfunction and frustration and ultimately result in a strange feeling of unreality that pervades our workplaces. But there are those who can get past the lies and discover what's real. These are freethinking leaders who recognize the power and beauty of our individual uniqueness,

who know that emergent patterns are more valuable than received wisdom, and that evidence is more powerful than dogma. With engaging stories and incisive analysis, the authors reveal the essential truths that such freethinking leaders will recognize immediately: that it is the strength and cohesiveness of your team, not your company's culture, that matters most; that we need less focus on top-down planning and more on giving our people reliable, real-time intelligence; that rather than trying to align people's goals we should strive to align people's sense of purpose and meaning; that people don't want constant feedback, they want helpful attention. This is the real world of work. If you embrace each person's uniqueness and see this as key for all healthy organizations; if you reject dogma and engage with the real world; if you seek out emergent patterns and put your faith in evidence, not philosophy; if you thrill to the power of teams--if you do all of these, then you are a freethinking leader, and this book is for you.

Nine Lies About Work Marcus Buckingham, Ashley Goodall, 2019 You crave feedback. Your organization's culture is the key to its success. Strategic planning is essential. Your competencies should be measured and your weaknesses shored up. Leadership is a thing. These may sound like basic truths of our work lives today. But actually, they're lies. As strengths guru and bestselling author Marcus Buckingham and Cisco Leadership and Team Intelligence head Ashley Goodall show in this provocative, inspiring book, there are some big lies--distortions, faulty assumptions, wrong thinking--that we encounter every time we show up for work. Nine lies, to be exact. They cause dysfunction and frustration, ultimately resulting in workplaces that are a pale shadow of what they could be. But there are those who can get past the lies and discover what's real. These freethinking leaders recognize the power and beauty of our individual uniqueness. They know that emergent patterns are more valuable than received wisdom and that evidence is more powerful than dogma. With engaging stories and incisive analysis, the authors reveal the essential truths that such freethinking leaders will recognize immediately: that it is the strength and cohesiveness of your team, not your company's culture, that matter most; that we should focus less on top-down planning and more on giving our people reliable, real-time intelligence; that rather than trying to align people's goals we should strive to align people's sense of purpose and meaning; that people don't want constant feedback, they want helpful attention. This is the real world of work, as it is and as it should be. *Nine Lies About Work* reveals the few core truths that will help you show just how good you are to those who truly rely on you.

SUMMARY - *Nine Lies About Work: A Freethinking Leader's Guide To The Real World* By Marcus Buckingham And Ashley Goodall Shortcut Edition, 2021-06-26 * Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes. As you read this summary, you will learn to identify myths about the work in order to deal with them as a leader who is aware of the reality on the ground. You will also learn : what your employees care about most; that the number of people who trust you is a useful measure of your leadership qualities; that it is better to adapt assignments to the profiles and personalities of employees; how to set objectives effectively. Certain

professional practices often prove to be sources of frustration for employees. This is particularly the case with measures supposed to make life easier for employees, which are not well received by them. For example, the manager will never be able to give you a completely objective rating on your work. Indeed, in working life, there is a set of tools and processes put in place because of these preconceived ideas. However, these elements have a counter-productive effect, because they limit the employee's free will, which then becomes less autonomous. As a leader, you need to be able to recognize these corporate myths so that you don't put your teams through them. How do you react to such situations? *Buy now the summary of this book for the modest price of a cup of coffee!

Summary of Marcus Buckingham & Ashley Goodall's Nine Lies About Work Everest Media,2022-03-31T22:59:00Z Please note: This is a companion version & not the original book. Sample Book Insights: #1 Lisa worked for Company A for 18 years, and then she moved to Company B. She spent two years there, and then she met her manager, who was extremely hierarchical and severe. #2 Lisa spent months researching a company before she decided to leave her job and join another. She was excited about the company's Core Values, but she quickly realized that they weren't being implemented in the team she was assigned to. #3 If you are looking for a job, you will look for information about a company online. You will want to know if your colleagues will treat you well, what a typical day will be like, and whether the company cares about its employees. #4 Culture is now a major focus for companies, and it is becoming more and more important to judge employees by how well they fit the culture.

SUMMARY - Nine Lies about Work: a Freethinking Leader's Guide to the Real World by Marcus Buckingham and Ashley Goodall Shortcut Edition,2021-01-13 * Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes.*As you read this summary, you will learn to identify myths about the work in order to deal with them as a leader who is aware of the reality on the ground.*You will also learn : what your employees care about most; that the number of people who trust you is a useful measure of your leadership qualities; that it is better to adapt assignments to the profiles and personalities of employees; how to set objectives effectively.*Certain professional practices often prove to be sources of frustration for employees. This is particularly the case with measures supposed to make life easier for employees, which are not well received by them. For example, the manager will never be able to give you a completely objective rating on your work. Indeed, in working life, there is a set of tools and processes put in place because of these preconceived ideas. However, these elements have a counter-productive effect, because they limit the employee's free will, which then becomes less autonomous. As a leader, you need to be able to recognize these corporate myths so that you don't put your teams through them. How do you react to such situations? *Buy now the summary of this book for the modest price of a cup of coffee!

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