

Radical Candor How To Get What You Want By Saying What You Mean By Kim Scott Macmillan Digital Audio

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The old adage is ingrained in us that if you don't have anything nice to say then don't say anything at all. While this advice may work for home life, as Kim Scott has seen firsthand, it is a disaster when adopted by managers in the workplace. Scott earned her stripes as a highly successful manager at Google before moving to Apple, where she developed a class on optimal management. Radical Candor draws directly on her experiences at these cutting-edge companies to reveal a new approach to effective management that delivers huge success by inspiring teams to work better together by embracing fierce conversations. Radical Candor is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other. It is about providing guidance, which involves a mix of praise as well as criticism - delivered to produce better results and help employees develop their skills and boundaries of success. Great bosses have strong relationships with their employees, and Scott has identified three simple principles for building better relationships with your employees: make it personal, get stuff done, and understand why it matters. Radical Candor offers a guide to those bewildered or exhausted by management, written for bosses and those who manage bosses. Drawing on years of firsthand experience, and distilled clearly to give actionable lessons to the listener, Radical Candor shows how to be successful while retaining your integrity and humanity. Radical Candor is the perfect handbook for those who are looking to find meaning in their job and create an environment where people both love their work and their colleagues and are motivated to strive to ever greater success.

In our radical candor summary we ll give an overview of the philosophy behind radical candor and the key tools and techniques that you can apply for better guidance team building and results for the full details examples and tips do get a copy of the book or get a detailed overview with our plete book summary bundle

Radical candor is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other it is about providing guidance which involves a mix of praise as well as criticism delivered to produce better results and help employees develop their skills and boundaries of success great bosses have a strong relationship with their employees and kim. Scott earned her stripes as a highly successful manager at google before moving to apple where she developed a class on optimal management radical candor draws directly on her experiences at these cutting edge companies to reveal a new approach to effective management that delivers huge success by inspiring teams to work better together by embracing fierce conversations. Radical candor is written for managers bosses but i d remend it for anyone in the workplace kim scott s observations have wide application and do a great job of prioritizing the need to treat everyone as a human being first and foremost. If you can t offer radical candor the second best thing you can do is be an asshole now let me be totally clear i hate working with jerks you re not shooting for second best scott says but when you challenge directly without caring personally you fall into the quadrant that scott calls obnoxious aggression.

Radical candor provides a solution to what scott views as toxic professionalism by asking

managers to do two things care personally and challenge directly unfortunately the beatles got it

Radical candor is a must read for learning how to build and inspire teams that are eager to learn and perform at a high level follow me on twitter or linkedin check out my website. Radical candor is a way of municating that focuses on care and munication it balances care with accountability leading to high performance you ve got to be very careful if you don t know where you are going because you might not get there. The radical candor quadrant get give and encourage guidance radical candor a great way to get to know and build trust with somebody in the team is to offer radically candid praise and criticism radically candid praise to give meaningful praise keep the ment contextualised personal and specific i admire that about you.

Radical candor is about soliciting critical feedback in particular because you re reluctant to get it but also it s about giving praise and giving more praise than criticism

Here s how and why you should start bringing radical candor into your secondary classroom before we dive into the how and why let s explore what radical candor is the book radical candor by kim scott defines radical candor as caring personally and challenging directly. Industry reviews reading radical candor will help you build lead and inspire teams to do the best work of their lives kim scott s insights based on her experience keen observational intelligence and analysis will help you be a better leader and create a more effective anization. Reading radical candor will help you build lead and inspire teams to do the best work of their lives kim scott s insights based on her experience keen observational intelligence and analysis will

help you be a better leader and create a more effective anization sheryl sandberg author of the new york times bestseller lean in kim scott has a well earned reputation as a kickass boss.

Feedback is such a simple thing but so hard for individuals and teams to get right without conscious practice radical candor is an accessible and pelling panion for anyone trying to improve this aspect of their work i highlighted many passages and shared them with colleagues as i read this book a sign that reading it was time well spent

Featuring a new preface afterword and radically candid performance review bonus chapter the fully revised amp updated edition of radical candor is packed with even more guidance to help you improve your relationships at work reading radical candor will help you build lead and inspire teams to do the best work of their lives sheryl sandberg author of lean in.

Learn how to care personally and challenge directly by sharing feedback that is humble helpful immediate and in person

Most leaders struggle to deliver hard messages in her new book radical candor kim scott offers a powerful model for how leaders can show they deeply care for those they lead while delivering. What happens if you don t implement radical candor simply put the alternatives to radical candor aren t pretty whether you care personally without challenging directly challenge directly without caring personally or fail on both accounts the result will be an unfortable work environment that impairs munication and inhibits growth on both an individual and pany level. Kim malone scott radical candor the surprising secret to being a good boss first round

review duration 21 26 bigspeak speakers bureau 7 943 views.

If you manage people whether it be 1 person or a 1 000 you need radical candor now daniel pink author of nyt bestseller drive i read kim s blog on radical candor and was immediately convinced that we

needed to modify our culture being nice was not nice at all Radical candor pdf is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other it is about providing guidance which involves a mix of praise as well as criticism delivered to produce better results and help employees develop their skills and boundaries of success.

Radical candor radical candor approaches the feedback paradox by introducing the notion of caring personally the idea that in addition to being clear and direct in giving feedback we

Before i go into what a ruinous empathizer is let me recap the premise of the book for you so you can follow along tune into markether on 2 28 for an interview with kim scott find previous episodes and subscribe here radical candor in a nutshell i m not going to lie i started and deleted my summary of radical candor about five. Radical candor offers a guide to those bewildered or exhausted by management written for bosses and those who manage bosses drawing on years of first hand experience and distilled clearly to give practical advice to the reader radical candor shows you how to be successful while retaining your integrity and humanity. A candor coach will introduce key concepts share their own stories and provide tips and tactics to get you started on your radical candor journey book a talk in person workshops develop a

shared vocabulary practice the radical candor order of operations solicit real feedback. Radical candor is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other it is about providing guidance which involves a mix of praise as well as criticism delivered to produce better results and help employees develop their skills and boundaries of success.

Kim scott is a ceo of candor inc and a former faculty member of apple university radical candor summary try to ask a few people what they think makes a good leader and you will most probably get many different opinions some believe that quiet bosses are ideal while other prefer a strong and strict boss

If you manage people whether it be 1 person or a 1 000 you need radical candor now daniel h pink author of the new york times bestseller drive radical candor is packed with illuminating truths insightful advice and practical suggestions all illustrated with engaging and often funny stories from kim scott s own experiences at places like apple google and various. Radical candor how to get what you want by saying what you mean by kim scott essentially takes the pressure off leaders the principles shared expose candor as a management tool put bosses at ease and help them understand that there is more to being a boss than giving orders. I ll tell you what happened you just received some radical candor kim scott s thinking on how radical candor is the secret to being a good boss has taken the business world by storm and with good reason it s the best advice out there on how to give good constructive feedback. Radical candor uses a 2 to explain the four types of feedback one axis is challenge directly and the other is care

personally radical candor is the sweet spot you help people grow in a positive caring way it means pushing others beyond their fort zone without being disrespectful.

If you aspire to be a manager read on if you already are in a management position read and be open to learn what some now call radical candor early leadership lesson on candor

Inspiring you ll want to put into practice what you ve read immediately overview you ll get a broad treatment of the subject matter mentioning all its major aspects scientific you ll get facts and figures grounded in scientific research visionary you ll get a glimpse of the future and what it might mean for you. Radical candor has a strong perspective on how much influence you can have as a manager how you support your direct reports to be at their best and how you can make yourself be at your best great read and a lot of learnings to take away thanks kim 1 person found this helpful.

That s not their goal of course but it s an inevitable consequence of taking the management approach espoused by kim scott in radical candor be a kick ass boss without losing your humanity st

Both praise and criticism should show you care says kim scott author of radical candor be a kickass boss without losing your humanity on this week s podcast learn how to make your critical feedback land navigate the perilous boundary between honesty and obnoxious aggression and embrace the power of radical candor. Radical candor is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other it is about providing guidance which involves a mix of praise as well as criticism delivered to

produce better results and help employees develop their skills and boundaries of success

5 take as good as you give the good the bad and the ugly scott writes in radical candor that in order to build a culture of radically candid guidance you need to get give and encourage both praise and criticism

Give as good as you want to get receiving helpful radical candor will only happen if you give it too as a leader it's your responsibility to set the tone for this by delivering effective feedback yourself and usually this boils down to a mindset shift really ask yourself why you pull your punches when you're giving feedback. Improvising radical candor a partnership between radical candor llc and second city works produces live and virtual content including the new workplace edy series the feedback loop to help people practice radical candor through improv.

Radical candor 2017 offers valuable tools that any team leader or manager can use to establish the best possible relationship with their employees you'll find an insightful approach to management that creates a working environment where great ideas emerge and individuals can reach their full potential it's time to stop doubting yourself and be the kickass boss your employees will

Radical candor itself is a really simple idea that is you may give difficult feedback if the person you're giving feedback to knows that you care personally for them this framing is really useful when you're a manager one of the most important tasks a manager may do is to give good actionable feedback to her team radical candor shows you how to do so without being an asshole. A

candor coach will introduce key concepts share their own stories and provide tips and tactics to get you started on your radical candor journey book a talk in person workshops develop a shared vocabulary and practice radical candor's order of operations solicit feedback. Kim scott is the author of radical candor be a kickass boss without losing your humanity a nyt and wsj bestseller published by st martin's press kim is also the co-founder and ceo of candor inc which builds tools to make it easier to follow the advice she offers in the book. If you manage people whether it be 1 person or a 1 000 you need radical candor now daniel pink author of the new york times bestseller drive reading radical candor will help you build lead and inspire teams to do the best work of their lives.

Giving great feedback is tough it feels like you can't push too hard nor hold back too much try radical candor you'll find the right balance

The whole point of radical candor is that it really is possible to care personally and challenge directly at the same time radical candor is not brutal honesty it's being kind clear specific and sincere we can break free of a false dichotomy that leaves too many people feeling they have to choose between being a jerk and being an

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