

# NINE LIES ABOUT WORK

## A Freethinking Leader's Guide to the Real World

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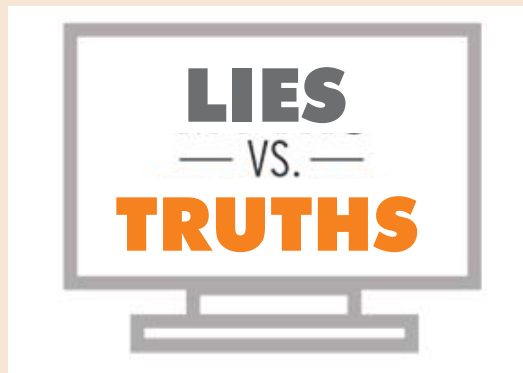
The website for this book is at: [www.freethinkingleaders.org](http://www.freethinkingleaders.org).

ISBN 978-1-77544-980-5

**MAIN IDEA**

Why is it that many of the ideas and practices which are pretty much held as universal truths are actually deeply unpopular with and intensely frustrating to the people they are supposed to serve?

The workplace of today is full of systems, processes and tools but for the most part they are deeply flawed and work against the idea that you should have the ability to express what's unique about you in the work you do every day. That's why global worker engagement is at less than 20 percent.



Specifically, there are nine myths or lies which will get pushed at you daily which simply are not true. They aim to satisfy the organization's need for control more than anything else. Replace them with nine truths and prosper.

*"We came to think of our audience not as the new leader but as the freethinking leader. A leader who embraces a world in which the weird uniqueness of each individual is seen not as a flaw to be ground down but as a mess worth engaging with, the raw material for all healthy, ethical, thriving organizations; a leader who rejects dogma and instead seeks out evidence; who values emergent patterns above received wisdom; who thrills to the power of teams; who puts faith in findings, not philosophy; and above all, a leader who knows that the only way to make the world better tomorrow is to have the courage and the wit to face up to how it really is today. This is for you."*

– Marcus Buckingham and Ashley Goodall

# LIES

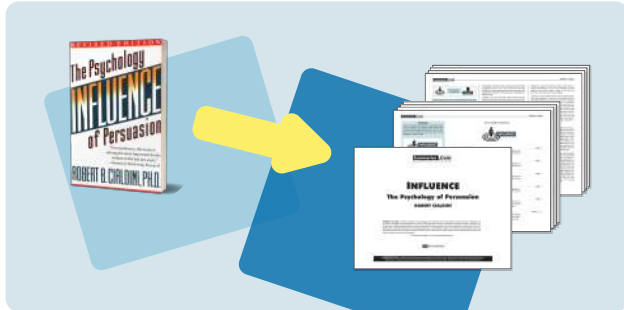
- 1 PEOPLE CARE **WHICH COMPANY** THEY WORK FOR
- 2 THE **BEST PLAN** ALWAYS WINS
- 3 THE BEST COMPANIES **CASCADE** GOALS
- 4 THE BEST **PEOPLE** ARE WELL-ROUNDED
- 5 PEOPLE **NEED** FEEDBACK
- 6 PEOPLE CAN RELIABLY **RATE** OTHER PEOPLE
- 7 PEOPLE **HAVE** POTENTIAL
- 8 **WORK-LIFE BALANCE** MATTERS MOST
- 9 **LEADERSHIP IS** A THING

# TRUTHS

- |  |  |
|--|--|
| 1 PEOPLE CARE <b>WHICH TEAM</b> THEY'RE ON             | BECAUSE THAT'S WHERE THE REAL WORLD WORK HAPPENS                         |
| 2 THE <b>BEST INTELLIGENCE</b> WINS                    | BECAUSE THE WORLD MOVES TOO FAST FOR PLANS TO MATTER MUCH                |
| 3 THE BEST COMPANIES <b>CASCADE</b> MEANING            | BECAUSE PEOPLE WANT TO KNOW WHAT THEY ALL SHARE                          |
| 4 THE BEST <b>PEOPLE</b> ARE SPIKY                     | BECAUSE FOR HUMANS, UNIQUENESS IS A FEATURE, NOT A BUG                   |
| 5 PEOPLE <b>NEED</b> ATTENTION                         | BECAUSE WE ALL WANT TO BE SEEN FOR HOW WE ARE AT OUR BEST, NOT OUR WORST |
| 6 PEOPLE CAN RELIABLY <b>RATE THEIR</b> OWN EXPERIENCE | BECAUSE AT THE END OF THE DAY, THAT'S ALL WE HAVE                        |
| 7 PEOPLE <b>HAVE</b> MOMENTUM                          | BECAUSE WE ALL MOVE THROUGH LIFE DIFFERENTLY                             |
| 8 <b>LOVE-IN-WORK</b> MATTERS MOST                     | BECAUSE WHEN YOU LOOK AT IT, THAT'S WHAT WORK IS REALLY FOR              |
| 9 WE ALL <b>FOLLOW</b> SPIKES                          | BECAUSE STRANGELY ENOUGH, SPIKES BRING US CERTAINTY                      |

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