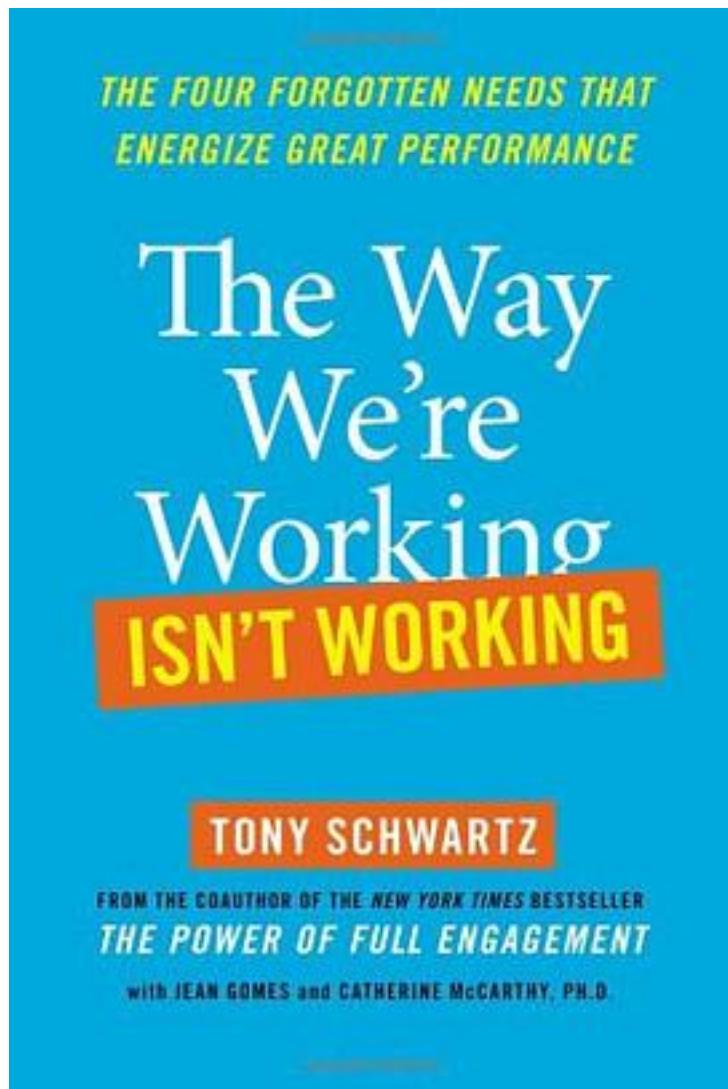


The Way We're Working Isn't Working



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The Way We're Working Isn't Working is one of those rare books with the power to profoundly transform the way we work and live. Demand is exceeding our capacity. The ethic of "more, bigger, faster" exacts a series of silent but pernicious costs at work, undermining our energy, focus, creativity, and passion. Nearly 75 percent of employees around the world feel disengaged at work every day. The Way We're Working Isn't Working offers a groundbreaking approach to reenergizing our lives so we're both more satisfied and more productive—on the job and off. By integrating multidisciplinary findings from the science of high performance, Tony Schwartz, coauthor of the #1 bestselling The Power of Full Engagement, makes a persuasive case that we're neglecting the four core needs that energize great performance: sustainability (physical); security (emotional); self-expression (mental); and significance (spiritual). Rather than running like computers at high speeds for long periods, we're at our best when we pulse rhythmically between expending and regularly renewing energy across each of our four needs. Organizations undermine sustainable high performance by forever seeking to get more out of their people. Instead they should seek systematically to meet their four core needs so they're freed, fueled, and inspired to bring the best of themselves to work every day. Drawing on extensive work with an extra-ordinary range of organizations, among them Google, Ford, Sony, Ernst & Young, Shell, IBM, the Los Angeles Police Department, and the Cleveland Clinic, Schwartz creates a road map for a new way of working. At the individual level, he explains how we can build specific rituals into our daily schedules to balance intense effort with regular renewal; offset emotionally draining experiences with practices that fuel resilience; move between a narrow focus on urgent demands and more strategic, creative thinking; and balance a short-term focus on immediate results with a values-driven commitment to serving the greater good. At the organizational level, he outlines new policies, practices, and cultural messages that Schwartz's client companies have adopted. The Way We're Working Isn't Working offers individuals, leaders, and organizations a highly practical, proven set of strategies to better manage the relentlessly rising demands we all face in an increasingly complex world.

作者介绍:

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标签

productivity

管理

DeliverHappiness推荐

心理学、思维、决策

精力管理

心理与行为

心理

创业

评论

总结了我最近读书的基本全部points，很好的summary

第二本书关于willpower的，可惜是休闲时刻胡乱听的，没个系统整体的概念

快速浏览了一遍，（好在）只有后面的Big Ideas是逐字读的，太多的blabla，太多的建议（整百点） - 什么身体健康，睡好教，找到兴趣，提高效率，像打水漂，没有用，远不如执行者的一两句关键开示，佛祖说得多好，减少欲望，自然得道。

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书评

整本书都在讲如何在工作和生活中取得平衡，如何更有效率有活力地工作。值得再看。不过让人印象最深的是作者碰到邮局某位开心的工作人员那段。那位开心的女士说她开心是因为知道自己在这里工作可以让自己的孩子得到更好的教育，实现更好的人生。然后我同意作者的感慨，一...

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