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# *Be Excellent at Anything*

THE FOUR KEYS TO  
TRANSFORMING THE WAY  
WE WORK AND LIVE

TONY SCHWARTZ

FROM THE EDITOR OF THE NEW YORK TIMES BESTSELLER

*THE POWER OF FULL ENGAGEMENT*

with JEAN SINES and CATHERINE MCCARTHY, Ph.D.

Previously published as *The Way We're Working Isn't Working*

# Be Excellent At Anything The Four Keys To Transforming The Way We Work And Live

**Anne Kreamer**



## **Be Excellent At Anything The Four Keys To Transforming The Way We Work And Live:**

**Be Excellent at Anything** Tony Schwartz, Jean Gomes, Catherine McCarthy, 2011-02 Offers strategies for enabling sustainable high performance by systematically investing in employee health and happiness citing the vulnerabilities of common business practices while offering examples of effective leadership

**Praxishandbuch Legal Operations Management** Roman P. Falta, Christian Dueblin, 2017-07-21 Dieses Praxishandbuch basiert auf dem Erfahrungsschatz von über 40 Persönlichkeiten aus Universitäten der öffentlichen Verwaltung und der Privatwirtschaft Mit seinem Querschnitt durch wichtige praxisrelevante Aspekte von Legal Operations Management richtet sich das Werk nicht nur an Legal und General Counsels sondern auch an Aufsichtsräte CEOs CFOs und weitere Führungskräfte von KMU Großunternehmen und multinationalen Konzernen sowie an Behörden und Anwaltskanzleien Es richtet sich an diejenigen Personen die sich bei ihrer Arbeit vertieft mit der Funktion des Rechts dem Aufbau der Organisation von Rechtsabteilungen und deren Optimierung auseinandersetzen wollen Es stellt eine wichtige Inspirationsquelle für eigenständige Lösungen des Managements von Recht in Unternehmen und Behörden dar

**Resilienz** Rebecca Böhme, 2019-09-19 Stress Krisen und Niederlagen gehören zu jedem Leben dazu Nicht wenige Menschen haben mit traumatischen Erfahrungen zu kämpfen Für die geheimnisvolle Kraft die es uns ermöglicht solche Ereignisse zu verkraften und zu bewältigen verwendet die Psychologie den Begriff der Resilienz Die psychische Widerstandskraft ist eine Verbindung von Veranlagung Prägung und Erfahrung und kann sich wie Rebecca Böhme an vielen Beispielen zeigt im Laufe des Lebens wandeln durch Übung Reevaluation und nicht zuletzt durch ein

vertrauensvolles soziales Miteinander

**The Way We're Working Isn't Working** Tony Schwartz, Jean Gomes, Catherine McCarthy, 2010-05-18 This book was previously titled Be Excellent at Anything 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 extraordinary range of organizations among them Google Ford Sony Ernst 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 *Confidence (HBR Emotional Intelligence Series)* Harvard Business Review,Tomas Chamorro-Premuzic,Rosabeth Moss Kanter,Amy Jen Su,Peter Bregman,2019-03-05 Become more confident at work You need confidence to inspire trust communicate effectively and succeed in your organization But self doubt and nerves can undermine your ability to act decisively and persuade others What can you do to push past these insecurities This book explains how you can use emotional intelligence to become more confident at work You ll learn how to correct what is holding you back how to overcome imposter syndrome and when feeling too self assured can actually backfire This volume includes the work of Tomas Chamorro Premuzic Rosabeth Moss Kanter Amy Jen Su Peter Bregman How to be human at work The HBR Emotional Intelligence Series features smart essential reading on the human side of professional life from the pages of Harvard Business Review Each book in the series offers proven research showing how our emotions impact our work lives practical advice for managing difficult people and situations and inspiring essays on what it means to tend to our emotional well being at work Uplifting and practical these books describe the social skills that are critical for ambitious professionals to master **Dr. Happy** Frank Fuhrmann,2020-09-14 Hallo du da drau en wie viele Ausfahrten hast du schon verpasst Nimm dein Steuer selber in die Hand und schlage die Richtung ein die dich sicher an dein Ziel bringt In diesem Buch geht es darum dass du dir f r dich wertvolle Ziele berlegst ins Tun kommst sie umsetzt und diese dann auch wirklich erreichst Es gibt dir einen roten Faden f r deine Zielerreichung Du erh ltst Ideen und Anleitungen wie du deine pers nlichen Ziele auch wirklich erfolgreich umsetzen kannst und dabei den inneren Schweinehund zu deinem Weggef hrten machst Ich zeige dir Methoden die dir helfen herauszufinden ob deine Ziele positiv interessant und mit allen Sinnen sp rbar sind Das alles passiert aber nur wenn du auch wirklich ins Tun kommst Vielleicht hast du das eine oder andere schon mal geh rt Ich bin mir jedoch sicher dass du noch viel mehr unternehmen kannst als du es in der Vergangenheit getan hast Komm ins Umsetzen und bleib dran damit du die Ausdauer erlangst die du ben tigtst um am Ende deine Erfolge feiern zu k nnen Die Tage an denen du stundenlang auf dein Handy oder in die Flimmerkiste schaut und dich im Anschluss auch noch dar ber rgerst sind ab heute gez hlt Du hast Besseres zu tun Hast du nicht auch oft das Gef hl dass du nicht dein eigenes Leben lebst sondern das dein Leben gelebt wird H ufig bist du den gesamten Tag im Autopilot Modus unterwegs wunderst dich wie schnell die Zeit vergeht und das du mal wieder nichts f r dich getan hast All diese Punkte sind in der heutigen schnelllebigen Zeit schon fast an der Tagesordnung Dann noch dieser Leistungs und Termindruck St ndig muss alles immer schneller besser und genauer erledigt werden Wo bleibt da der Mensch

Wo bleibst du Lebst du deine Ziele oder wirst du gelebt Doch keine Sorge ab jetzt unterst tzt dich Dr Happy The ASTD Management Development Handbook Lisa Haneberg,2012-05-01 The ASTD Management Development Handbook is a powerful collection covering many aspects of management in today s business climate Deftly edited by management expert Lisa Haneberg The ASTD Management Development Handbook provides insightful thinking from modern management professionals who are in touch with the issues challenges opportunities and dynamics present in contemporary corporate culture While writing in a range of styles and on a variety of management and leadership related topics these contributors have in common a great deal of real world managerial experience passion for their area of expertise and a desire to share their cutting edge thinking on best management practices Through this handbook you will gain a greater understanding of complexity power and energy dynamics within organizations workplace cultures where authenticity openness quality community happiness and recognition flourish the manager s role in creating organizational culture developing leading and maintaining successful teams exploring management as a social act creating inspiring and engaging productive workplaces The ASTD Management Development Handbook suffers from no blind spots or filler chapters Instead it is a vital cohesive compilation of the most current thinking on modern managerial practices available today filled with concise focused and pragmatic lessons and wisdom **Being Your Best Collection (6 Books) (HBR Emotional Intelligence Series)**

Harvard Business Review,2023-01-24 Manage your energy and your mood How to be human at work HBR s Emotional Intelligence Series features smart essential reading on the human side of professional life from the pages of Harvard Business Review Each book in the series offers proven research showing how our emotions impact our work lives practical advice for managing difficult people and situations and inspiring essays on what it means to tend to our emotional well being at work Uplifting and practical these books explore the self awareness and well being skills that are critical to ambitious professionals who want to sustain their energy and productivity and bring the best version of themselves to work every day even during difficult times This specially priced six volume set includes Energy Motivation Resilience Self Awareness Purpose Meaning Passion Happiness Confidence Let's Get Frank Robin Brunet,2018-02-17 Frank Palmer is a legend in the Canadian advertising world He not only developed Palmer Jarvis one of the country s most acclaimed marketing communications agencies and then became chairman and CEO of DDB Canada after selling Palmer Jarvis to the multinational ad giant he is also credited with changing the face of Canadian advertising He s the only Western Canadian ad man who went to Toronto and wound up owning the town says former employee and now friendly rival Chris Staples Fellow ad man Bob Bryant elaborates What Frank also did that no other agency owner was able to do was become a star No one else personified a company the way he did He became the iconic brand of his own business Palmer has earned a reputation for obtaining clients at any cost He has clawed his way to prominence with wit an uncanny knowledge of what constitutes effective advertising and a business acumen nothing short of encyclopedic Having started out as the boy last chosen for the baseball

team by his peers he set his sights on living his life in the role of the chooser not the one waiting to be chosen Palmer is a fascinating study in contrasts Though he always took his role as an employer seriously at times his private life was a mess And while his bald head and thick neck give him the look of someone you wouldn't want to encounter on a dark street he's a notorious trickster be it by placing an octopus under a colleague's pillow or lacing a friend's coffee cup with dental anaesthesia At the same time Palmer is almost as well known for his philanthropic work as for his business acuity and practical jokes In this lively biography Robin Brunet captures the exhilarating experience of being in the presence of such a charismatic and driven man Brunet's wealth of interviews with the man himself and those who know him best get to the root of what it means to be Frank Palmer

**Risk/Reward** Anne Kreamer, 2015-06-09 A persuasive and eye opening look at the importance of embracing risk in our working lives and how to use it to achieve lifelong career success Some of us relish the chance to fly without a net others not so much But no matter how adventurous we might be in our personal lives most of us are wary of allowing risk into our careers With an economy in constant flux and a job market in which uncertainty is the only constant stepping outside one's comfort zone can feel dangerous But as the findings of this eye opening and urgent book attest the avoidance of risk might pose the greatest danger of all to our career prospects In Risk Reward trend spotter and career guru Anne Kreamer makes the compelling case that embracing risk is essential to managing a twenty first century career Risk taking isn't just for entrepreneurs nor does it require working on a figurative tightrope Rather Kreamer says conscious consistent and modest risk taking can help us become more able to recognize opportunity when it appears and more likely to seize the chance to make the right change at the right moment Risk Reward presents a framework for making the most of today's ever evolving workplace and turning risk taking into a daily practice Using proprietary data from three national studies about the American worker Kreamer explores the importance of career risk taking through profiles of four Risk Reward personality types Pioneers Thinkers Defenders and Drifters She presents a Risk Reward Matrix that anyone can use to identify his or her own innate risk threshold and she identifies constructive ways to implement risk in everyday situations from initiating an uncomfortable conversation with a boss to sharing out of the box ideas with colleagues or constructively challenging long held practices in an organization Peppered throughout Risk Reward are insights and hard won wisdom from notable achievers such as bestselling author Anna Quindlen journalist Jane Pauley CNBC financial maven Jim Cramer thought leader Po Bronson and Facebook COO Sheryl Sandberg Timely and insightful Risk Reward is a unique blend of practical and inspirational wisdom that even the most risk averse person can harness on the path toward success and fulfillment Praise for Anne Kreamer's It's Always Personal Navigating Emotion in the New Workplace A stimulating read bolstered by some of the best recent work on emotional intelligence and the science of happiness The Wall Street Journal So what should be the rules and boundaries for showing how you feel while you work That's a question asked and answered in Anne Kreamer's fascinating look at an issue that rarely gets discussed The Washington Post Finally someone is willing to

unpack the morass of anger anxiety sadness and joy that drives the workday Kreamer has hit the It's about time button Elle A lively well researched exploration of emotions on the job Oprah.com Explores how to be true to your emotional flashpoints anger fear anxiety empathy happiness and crying without sabotaging your career The New York Times Book Review *Get Ahead* Chris Omojiade,2024-10-14 What really is success What does success really mean to you Wealth health positive relationships a good legacy In *Get Ahead* Christopher Omojiade lays bare through masterful storytelling well researched principles and personal experiences the undeniable truths that have characterised the subject of success across several centuries through diverse civilisations industries from age old philosophers to 21st century outliers If you've ever wondered what the practical tools to unlock success are look no further This book is that master key and will be an invaluable resource and timeless ally Chris shares from a depth of knowledge wisdom and experience to lay bare the ageless secrets and clues that have enabled people of every race sex and creed to create their own version of success He does this in a manner that is differently refreshing and deliberately curated to help you determine what personal success means and how the Riches of Life can be found the routines to be observed and pitfalls to avoid to guarantee you embrace them Opportunities for success are all around you Are you ready to take advantage and become successful It's in your hands and it's time for you to *Get Ahead*

**Safety and Quality in Medical Transport Systems** John W. Overton,2019-07-23 The Commission on Accreditation of Medical Transport Systems CAMTS has been accrediting air and ground transport services since 1991 One of the most significant needs the Commission has recognized is to assist transport services in creating a culture that supports safety and quality for both crews and patients Most of the helicopter EMS emergency medical service accidents and many ground ambulance accidents can be attributed to human factors and systems designs that lead to poor decision making Management commitment is vital to create and maintain a culture that supports risk assessment accountability professionalism and organizational dynamics This reference book has been created by CAMTS to address this need directly and comprehensively It offers a groundbreaking collection of expert insights and practical solutions that can be used by EMS Fire and Rescue public and private services and professional emergency and transport professionals worldwide Quoting from the foreword written by the late Robert L Helmreich Professor Emeritus of Psychology at The University of Texas Human Factors Research Project This is an important book which should be required reading for everyone involved in patient transport from managers and dispatchers to those at the sharp end The experienced and able authors and editors of this work use culture as the overarching concept needed to maximize safety while delivering patients expeditiously *Work Stronger* Pete Leibman,2018-07-31 As author and high performance coach Pete Leibman demonstrates in this eye opening book stronger hours not longer hours are the key to feeling and performing your best over the long term *Work Stronger* provides a step by step science based approach for increasing your energy decreasing your stress and taking your performance to a higher level This book also features practical tips and powerful insights from private interviews that

Leibman conducted with more than twenty five prominent leaders The group includes Chip Bergh the president and CEO of Levi Strauss Co Dick Costolo the former CEO of Twitter and Janine Allis an investor on Shark Tank You ll learn how to form stronger habits in four key areas nutrition exercise focus and renewal that are highly correlated with greater health well being and performance You can also get a free assessment of your current habits and you can download a free copy of The Work Stronger Workbook at WorkStronger.com

*The Digital and AI Coaches' Handbook* Jonathan Passmore,Sandra J. Diller,Sam Isaacson,Maximilian Brantl,2024-06-28 This comprehensive practitioner guide supports coaches in developing their understanding of digital technologies and how to work in ever changing digital environments and shows coaches how to craft their own practices to take advantage of working online The practice of coaching is undergoing significant change with technology widely embedded and used in professional coaching services today Coaching practitioners worldwide are adapting to digital environments and a host of new technological tools have come into play from the developments in virtual reality to AI informed coaching and from coaching bots to workplace apps Edited by Jonathan Passmore Sandra J Diller Sam Isaacson and Maximilian Brantl this third book in the acclaimed Coaches Handbook Series brings together internationally respected coaching experts and practitioners to share the most up to date know how The book takes you through key technical developments the critical factors in making digital coaching successful and how to build a coaching business using these technologies The book also considers the impacts on the wider industry and concludes with a number of case studies of global coaching organisations and their experiences of using digital techniques including CoachHub and EZRA Aimed at coach practitioners their supervisors trainers and student coaches on accreditation programmes or undertaking training for a certificate in coaching this book showcases best practice new ideas and the science behind the digital revolution within coaching practice and the coaching industry

**The Mood Elevator** Larry Senn,2017-08-22 Powerful both a personal self improvement guide and a manual for enlightened executives who want to run emotionally healthy organizations Foreword Reviews Enjoy the Ride We all ride the Mood Elevator up and down every day How well we do it impacts our relationships our personal effectiveness our career and our experience of life Most people take that ride for granted but what if we knew the right buttons to push to move to the top In this very practical guide Larry Senn provides an operating manual to keep you out of the emotional basement He shows how to interrupt negative thought patterns that keep you stuck on a lower floor depressed stressed anxious judgmental and move higher by cultivating mental attitudes like curiosity and gratitude Through Senn s decades of work as a consultant The Mood Elevator has been enthusiastically embraced by hundreds of thousands of people around the world By sharing his work with a wider audience Senn hopes to help all of us live life at our best Larry Senn and the concepts he teaches like the Mood Elevator have had a profound impact on my career on the success of Yum Brands around the world and on me personally David Novak former Chairman and CEO Yum Brands and author of O Great One Larry s tools for teaching leaders how to do the right people things leaves an indelible mark on the emotional IQ of any



business enterprise The Mood Elevator has become an important part of the nomenclature of the three companies I've run

Mark Frissora President and CEO Caesars Entertainment

**By the Grace of God** BISHOP EBEN KANUKAYI NHIWATIWA, 2024-03-21 An African bishop shares his story and ministry Born in the small Zimbabwean village of Gandanzara Bishop Eben Kanukayi Nhiwatiwa became an inspired and accomplished leader in the church and larger society Elected as a bishop in The United Methodist Church in 2004 he has guided ministries in Zimbabwe and across Africa and beyond through periods of immense and rapid change In his book By the Grace of God the bishop takes the reader through his educational odyssey winding through Zimbabwe and the United States He narrates with humor his introduction to the US and its unfamiliar customs He inspires readers with the story of the remarkable series of events that shaped him as a Christian and bishop The book provides a succinct master class on the art and science of leadership Drawing inspiration and insights from an array of literature and astute observation Nhiwatiwa synthesizes what have been his most important gleanings about factors that contribute to visionary and effective leadership Nhiwatiwa became known as the Chabadza Bishop advocating for vibrant mutual partnerships with churches and annual conferences in other parts of the world Chabadza is a Shona word meaning to give a helping hand to someone who is already working He urges people asking for help to be active workers in the project themselves He has diligently advanced ideas for collaboration that eliminate approaches rooted in maintaining dependency Nhiwatiwa writes Life changing events in my life took place not because of my sustained goal to pursue a certain objective but that by the grace of God His witness and leadership have helped transform The United Methodist Church for ministry in the twenty first century

**Brilliant Personal Effectiveness** Douglas Miller, 2014-12-15 Identify your strengths so you can maximise your contribution and make a big impact at work Using simple practical steps and strategies each of which has been developed tested and proven to boost your personal performance

Ministering Forward Rainer Mittelstaedt, 2017-06-20 Do you want to have a part in helping tomorrow's Christian leaders fulfill their destiny Have you been asked to be a mentor but did not know where to begin Does it excite you to see someone you have encouraged advance to a new level Ministering Forward will help you to understand how you can be a guide and encourager to those who want to tap into your experience as you transfer faith and ministry to the next generation You will learn how to be purposeful and intentional in a mentoring relationship that allows the learner to determine their own mentoring agenda while you nudge them towards self awareness and guide them along critical growth pathways You will discover how to forge a mentoring agreement that keeps the relationship on track as well as identify mentoring activities you can pursue This book will leave you with no doubt about how you can fit into a mentoring role

**The Life Capitalist - Rethinking Wealth in the 21st Century - Building a Legacy that Lasts** Dr. Narendra Tomar, 2025-05-08 The Life Capitalist Rethinking Wealth in the 21st Century challenges the outdated definition of wealth and introduces a radical new framework for building lasting legacy In a world driven by materialism and burnout this book presents a powerful alternative

aligning life purpose inner growth societal contribution and timeless wisdom into your personal wealth strategy Drawing from personal experience global trends and thought leadership across disciplines Dr Narendra Tomar shows readers how to create Life Capital the most valuable and enduring form of wealth Whether you re a CXO entrepreneur or seeker of meaning in a fast changing world this book is your blueprint for designing a life that is successful significant and sustainable

**Clinical Nurse Leaders Beyond the Microsystem** James L. Harris,Linda A. Roussel,Patricia L. Thomas,2021-08-04  
Clinical Nurse Leaders Beyond the Microsystem A Practical Guide Fourth Edition is a core resource for CNLs which imparts the competencies necessary to lead improvement teams analyze data and ensure delivery of quality safety and value based care in any healthcare setting

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