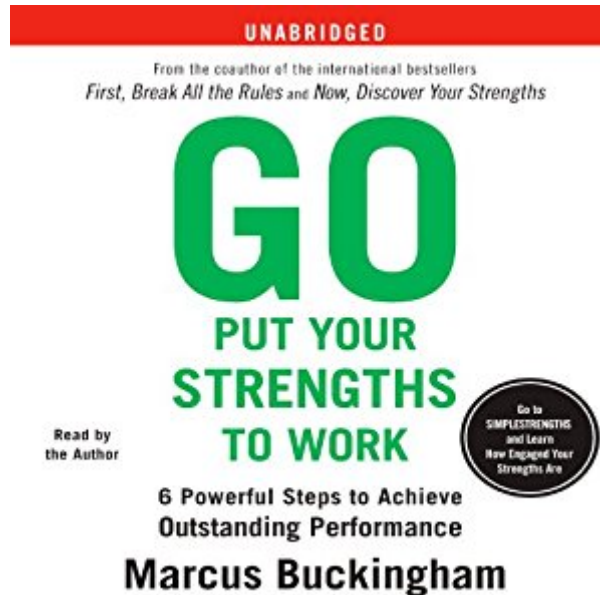


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# Go Put Your Strengths To Work: 6 Powerful Steps To Achieve Outstanding Performance



## Synopsis

Marcus Buckingham's books have guided millions to become top performers in everything they do by focusing on their strengths. In *Go Put Your Strengths to Work*, a Wall Street Journal bestseller in hardcover, Buckingham will show you how to hone and apply your strengths for maximum success in your career. Research data show that most people do not come close to making full use of their assets at work. *Go Put Your Strengths to Work* aims to change that by kick-starting the "strengths revolution" that began with Buckingham's earlier books. Through a six-step, six-week experience, *Go Put Your Strengths to Work* shows you how to seize control of your assets and rewrite your job description under the nose of your boss. --This text refers to an out of print or unavailable edition of this title.

## Book Information

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## Customer Reviews

Reading this book should be a priority for any professional who wants to be more successful on the job. The first part of the book lays out the evidence for why "playing to your strengths" instead of improving your weak points is the way to succeed. I am familiar with the author's other work and that of Martin Seligman which says essentially the same thing. I thought I had removed any lingering notions about prioritizing improving weaknesses over improving strengths. I was wrong. Reading this book and thinking deeply about my beliefs and experiences showed me that the ideal of the "well-rounded" person is deeply ingrained in our collective psyche and a book like this is desperately needed to help both employees and managers understand what really drives success. The only reason I gave this book four stars instead of five is because it could have been easily 70 pages

shorter. There is an absurd amount of repetition; several stories could be cut out and put on the website instead. There is a story about someone named Heidi threaded throughout the book. I guess it is meant to make us understand the real-world application of the concepts. It didn't work for me. I found the exercises a much better way of making this book applicable. Exceptionally eye-opening are the questions the author asks you regarding the following three myths: Myth 1: As you grow, your personality changes Myth 2: You will grow the most in your areas of greatest weakness Myth 3: A good team member does whatever it takes to help the team The last myth is especially powerful. By showing you how these myths are false the book prepares your mind to accept and understand the evidence showing that playing to your strengths is crucial to success.

I saw Buckingham on Oprah. Handsome, charismatic guy, dressed smart, lounging on the couch and cavalierly telling everyone to "Forget fixing weaknesses. Do what feels good, what makes you happy. Maximize your strengths." This is the message of the GO book, only the book includes detailed instructions and a daily agenda for living this credo. It's an easy sell, sure. And perfect for the Millennial, everyone-gets-a-trophy generation. But it is also irresponsible to promote this point of view without telling the rest of the story. Buckingham was speaking with the "authority of science," citing Gallup OPINION research. But he should do his homework. The break-set research done at the Center for Creative Leadership in the 1980s clearly showed that executives get fired when their "strengths become weaknesses" through overuse and misapplication. For instance, when Gallup StrengthsFinder Command themes become micro-management; or when StrengthsFinder Self-assurance themes comes across as arrogance. More isn't always better. In fact, there are even perils of accentuating the positive. But nowhere in this best-selling book does the author acknowledge this reality, not even as a footnote. There is a lot more than Gallup research on the matter. For instance, the February 2009 Harvard Business Review has an article on p. 100 entitled "Stop Overdoing Your Strengths." The authors provide case after case of executives going overboard with their natural inclinations and talents, driving their companies down with them. They also show clear data that this is an endemic problem: most executives overdo their strengths, but the majority lack self-awareness about it. Furthermore, strengths overused are powerfully correlated with employee DISengagement and soft business results.

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