Grit Why Passion And Resilience Are The Secrets To Success | 8e00053156d213a23564e9baac71f787


The updated edition of the bestselling book that has changed millions of lives with its insights into the growth mindset “Through clever research studies and engaging writing, Dweck illuminates how our beliefs about our capabilities exert tremendous influence on how we learn and which paths we take in life.”—Bill Gates, GatesNotesAfter decades of research, world-renowned Stanford University psychologist Carol S. Dweck, Ph.D., discovered a simple but groundbreaking idea: the power of mindset. In this brilliant book, she shows how success in school, work, sports, the arts, and almost every area of human endeavor can be dramatically influenced by how we think about our talents and abilities. People with a fixed mindset—those who believe that abilities are fixed—are less likely to flourish than those with a growth mindset—they believe that abilities can be developed. Mindset reveals how great parents, teachers, managers, and athletes can put this idea to use to foster outstanding accomplishment. In this edition, Dweck offers new insights into her now famous and broadly embraced concept. She introduces a phenomenon she calls false growth mindset and guides people toward adopting a deeper, truer growth mindset. She also expands the mindset concept beyond the individual, applying it to the cultures of groups and organizations. With the right mindset, you can motivate those you lead, teach, and love—to transform their lives and your own.

First Class FatherhoodThe Children's Book celebrates the value of Fatherhood while providing easy-to-read storytelling and wonderful illustrations every child will enjoy. Based on iTunes #1 Kids & Family Podcast: First Class Fatherhood

“A useful guide for parents or teachers looking for confirmation that passion and persistence matter, and for inspiring models of how to cultivate these important qualities.”—The Washington PostIn this young readers edition of the instant New York Times bestseller Grit, MacArthur Genius Award-winning professor Angela Duckworth offers insights into who succeeds in life and why the secret to achievement a special blend of passion and persistence she calls “grit.” The daughter of a scientist who frequently noted her lack of “genius,” Angela Duckworth is now a celebrated researcher and professor. It was her early eye-opening stints in teaching and neuroscience that led to her hypothesis about what really drives success: not genius, but a unique combination of passion and long-term perseverance. In Grit: Passion, Perseverance, and the Science of Success Duckworth shows young people how they can achieve remarkable things not just by relying on natural talent but by practicing a unique form of focused persistence. She also teaches them how to be better at pursuing the small goals that will bring joy into their everyday life. Drawing on her powerful personal story, Duckworth describes how a youth spent smashing through every academic barrier resulted in the hypothesis that the real predictor of success may not be inborn “talent” but a special blend of resilience and single-mindedness. Through her descriptions of field research at venues as various as the National Spelling Bee (where students who score highest on the “Grit Scale” land in the final rounds) to work with Pete Carroll coach of the Seattle Seahawks, who was building the grittiest culture in the NFL, Duckworth shows how “grit” works in the real world. She also passes along insights gleaned from interviews with dozens of high achievers including the New York Times Crossword Editor, the Dean of Admissions at Harvard, and more.

The four principles that can help us to overcome our brains' natural biases to make better, more informed decisions—in our lives, careers, families and organizations. In Decisive, Chip Heath and Dan Heath, the bestselling authors of Made to Stick and Switch, tackle the thorny problem of how to overcome our natural biases and irrational thinking to make better decisions, about our work, lives, companies and careers. When it comes to decision making, our brains are flawed instruments. But given that we are biologically hard-wired to act foolishly and behave irrationally at times, how can we do better? A number of recent bestsellers have identified how irrational our decision making can be. But being aware of a bias doesn't correct it; just as knowing that you are nearsighted doesn't help you to see better. In Decisive, the Heath brothers, drawing on extensive studies, stories and research, offer specific, practical tools that can help us to think more clearly about our options, and get out of our heads, to improve our decision making, at work and at home.

The combination of sustained hard work and resiliency, grit is the difference between those who give up and those who don't. Grit in the Classroom: Building Perseverance for Excellence in Today's Students assists educators in creating a learning environment that fosters grit development for all students, regardless of ability. Each chapter includes stories to illustrate the research and ideas presented and ends with discussion questions that can be used to continue the conversation. In an era of talent development and the pursuit of excellence, learners must be equipped with the perseverance that is essential to reaching high levels of success. This book provides a rationale for cultivating grit in the classroom with the goal of propelling this topic into discussions of building passion and talent in today's students.

These are turbulent times in which it becomes increasingly important to survive and thrive despite stressful circumstances.
Hardiness is the pattern of attitudes and skills that provides the courage and strategies that helps people be resilient by turning potential disasters into growth opportunities and fulfillment, thereby enhancing their performance, sense of fulfillment, and health. Hardiness as the pathway to resilience under stress has become of considerable interest, it is beginning to have an influence on the emerging emphasis of positive psychology by expanding this approach beyond mere happiness, to the courage and strategies needed to make the most of difficult times. The book starts with the special value of hardiness in being resilient by not only surviving, but also thriving under stress, and thereby achieving fulfillment in living. The book then elaborates on the pattern of attitudes and skills of hardiness that form the pathway to this needed resiliency. It discusses the 30 years of validation research and practice that is available concerning hardiness. The book offers various applications of hardiness assessment and training that can contribute to a better life. These include, among others, how hardiness can be trained in school and emphasized in psychotherapy, how hardiness facilitates the intimacy and longevity of relationships, and what organizations need in order to perform successfully in these turbulent times. The book is of interest to academics, industrial and organizational psychologists, clinical psychologists, mental health professionals, and professionals in public health, social work, sociology and human resources.

"Governments around the world are using behavioural insights to help people achieve their goals. This great new book shows how you can use the same tools in your own life. Go nudge yourself!" - Richard Thaler, winner of the 2017 Nobel Prize in Economics A simple and accessible plan for success, based on seven scientifically tested steps that really work. We're often told to dream big, the sky's the limit and that nothing is impossible. While it is undoubtedly good advice to set yourself goals that have the potential to make you and those around you healthier and happier, how to reach those goals is often less clear. From getting fit or securing a new job to becoming a better manager or parent, simply setting your mind to something will rarely get you where you want to be, and big plans can quickly become overwhelming, leaving us feeling as though we've failed. Most of us set goals with very good intentions, so why do our best-laid plans so often go awry? When we're so committed to making positive changes and fulfilling our ambition at the outset, is there a way of avoiding the common roadblocks that stand between our goals and us? Thankfully, the answer is yes - and it's much easier to achieve than you might think. Working inside the world's first Nudge Unit, Owain Service and Rory Gallagher know the huge impact that small changes and clear plans, based on a scientific understanding of human behaviour, can have from an individual to an international level. For the first time, Think Small takes these successful approaches and translates them into an easy, simple framework that has the potential to make a big difference to all our lives.

Grit: The Power of Passion and Perseverance by Angela Duckworth | Book Summary Angela Duckworth is a psychologist who won a MacArthur Fellowship in 2003. She is known for her study of grit. She provides her own experiences with grit, not just from her perspective of trying to be a respectable psychologist, but even in her personal life and with her daughters, who she has been an example to. Duckworth proves that grit is out there and that anyone in an any profession, from professional swimmer to manager of a well-known chain, even a garbage man, can have grit. Duckworth admits that there are still questions unknown about grit; however, the signs of it are right of in our face and it is possible to achieve the trait. Through Duckworth's experiences and those of who she interviewed, we can see that grit is not just what we do, but who we are. Here Is A Preview Of What You'll Learn What Grit Is And Why It Matters Showing Up Distracted by Talent Effort Counts Twice How Gritty Are You? Grit Grows Growing Grit From The Inside Out Interest Practice Purpose Hope Growing Grit From The Outside In Parenting For Grit The Playing Fields of Grit A Culture Of Grit The Book at A Glance Final Thoughts Now What? Scroll Up and Click on "buy now with 1-Click" to Download Your Copy Right Now.*************Tags: grit, angela duckworth, grit angela duckworth, grit to great, book, grit, the power of passion and perseverance, books for teachers

A fun and engaging workbook to help kids ages 6-12 build resilience, perseverance, and a growth mindset. As a parent, you want to give your child a solid foundation for living a happy, successful life. But if you have a child who is easily sidetracked by obstacles, has trouble bouncing back from setbacks, who melts down easily, or gives up quickly when things get tough—you may worry about their ability to succeed in our competitive, high-pressure world. So, how can you help your child develop grit—a trait that embodies tenacity and self-control? Fortunately, grit can be learned. Written in a kid-friendly tone and grounded in cognitive behavioral therapy (CBT), The Grit Workbook for Kids offers a unique approach for learning and practicing the tools, strategies, and skills that make up grit. These activities will help your child: Build stamina Keep perspective Be optimistic Solve problems Cope with change Practice mental flexibility Stick up for themselves Build good relationships And much, much more! Grit is key to helping kids succeed in what they want or need to do—whether that's getting good grades, making the sports team, or just building an awesome treehouse. By practicing the skills and activities outlined in this accessible workbook—whether on their own or with you—your child will gain powerful tools to help them thrive, well into adulthood.

Talent is overrated - learn what truly makes you succeed Angela Duckworth's seminal work on why passion and perseverance matter more than anything Why do naturally talented people frequently fail to reach their potential while other far less gifted individuals go on to achieve amazing things? The secret to outstanding achievement is not talent, but a passionate persistence. In other words, grit. MacArthur Genius Award-winning psychologist Angela Duckworth shares fascinating new revelations about who succeeds in life and why. Based on her cutting-edge research, Duckworth shows how many people achieve remarkable things not just by relying on innate natural talent, but by practising what she calls grit. She then offers a Grit Formula to help anyone to become more gritty, focusing on six key factors- hope, effort, precision, passion, ritual and prioritisation. She reveals: - Why people who test high for talent often fail to achieve their potential, and why people who do not test high for talent often “overachieve” what others expect them to do - How grit can be learned, whatever your IQ or circumstances - Why stubbornness is a key characteristic of gritty people - When to be stubborn and when giving up is the grittiest thing you can do - How gritty people find their passion, and you can find yours - How gritty experts practise, and how you can do the same in your own life - What the people who care about you can do to boost your grit when you need it most -
How grit is cultivated in the highest-performing sports teams, companies and schools. Leaping past cliches such as ‘success is all about hard work’, Grit offers a fresh and motivating way to climb to heights far beyond what natural talent would predict.

Teach your kids to develop Grit, that combination of passion, purpose, and perseverance that has been identified as a key to success! SECOND EDITION: Contains new chapters explaining Grit, why you should develop it, questions to ask your kids, additional resources, and much more. “Our potential is one thing. What we do with it is quite another.” — Angela Duckworth, Grit: The Power of Passion and Perseverance.

Everyone has heard of Grit. It’s that unique combination of passion and perseverance that has been identified as a key to success. But while much has been written on how to develop these attributes for adults, there hasn’t been much practical advice on how to develop grit in children. Your kids are the most important people in your lives. In this increasingly competitive and confusing world they need you to help them be their best. You need them to guide them in developing traits for success and happiness. Grit for Kids will teach you how to help your child develop their own grit in just 16 easy-to-follow chapters. Each one contains real stories of real kids facing common situations, proven steps to take in these situations, and the outcomes after the steps were taken. Your son or daughter will confidently be able to: Develop/Discover what they’re really interested in pursuing; belief in their skills; ability to overcome negativity; desire to learn more about everything; ability to bounce back after a setback; capability to defend their beliefs and opinions.

Manage Ability to recognize and control emotional outbursts; recognize small vs. big problems and keep them in perspective; recognize their unique strengths and weaknesses; be appreciative of differences in people; learn to right the wrongs they may have caused to others. Plan Define goals related to their passion; break the goals into small achievable tasks; follow the process of completing tasks; set milestones for achieving a goal; celebrate when a milestone is reached; apply lessons learned from a setback; persevere in achieving goals. Grow Achieve conviction in their beliefs; learn to apply ethical and moral behavior; cultivate a desire for a deeper understanding of issues; acquire healthy habits for their body and mind.

What you will be able to do: Inspire your kids to discover what they’re passionate about. Teach methods to manage their emotions. Show how to downplay negativity and increase optimism. Explain steps to teach respect for themselves and others. Impart ways to help them develop goals consistent with their passions. Demonstrate methods for planning to achieve their goals. Explain how to teach them to stay the course.

Prepare them for setbacks or negative outcomes. Teach how to learn from their mistakes and apply these lessons. Reveal techniques to improve their decision making. Apply methods to keep them at optimal health.

Model yourself as an example in perseverance and resilience.

#1 NEW YORK TIMES BESTSELLER • Brené Brown has taught us what it means to dare greatly, rise strong, and brave the wilderness. Now, based on new research conducted with leaders, change makers, and culture shifters, she’s showing us how to put those ideas into practice so we can step up and lead. Look for Brené Brown’s new podcast, Dare to Lead, as well as her ongoing podcast Unlocking Us! NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BLOOMBERG Leadership is not about titles, status, and wielding power. A leader is anyone who takes responsibility for recognizing the potential in people and ideas, and has the courage to develop that potential. When we dare to lead, we don’t pretend to have the right answers; we stay curious and ask the right questions. We don’t see power as finite and hoard it; we know that power becomes infinite when we share it with others. We don’t avoid difficult conversations and situations; we lean into vulnerability when it’s necessary to do good work. But daring leadership in a culture defined by scarcity, fear, and uncertainty requires skill-building around traits that are deeply and uniquely human. The irony is that we’re choosing not to invest in developing the hearts and minds of leaders at the exact same time as we’re scrambling to figure out what we have to offer that machines and AI can’t do better and faster. What can we do better? Empathy, connection, and courage, to start.

Four-time #1 New York Times bestselling author Brené Brown has spent the past two decades studying the emotions and experiences that give meaning to our lives, and the past seven years working with transformative leaders and teams spanning the globe. She found that leaders in organizations ranging from small entrepreneurial startups and family-owned businesses to nonprofits, civic organizations, and Fortune 50 companies all ask the same question: How do you build vulnerability? In this new book, Brown uses research, stories, and examples to answer these questions in the no-BS style that millions of readers have come to expect and love. Brown writes, “One of the most important findings of my career is that daring leadership is a collection of four skill sets that are 100 percent teachable, observable, and measurable. It’s learning and unlearning that requires brave work, tough conversations, and showing up with your whole heart. Easy? No. Because choosing courage over comfort is not always our default. Worth it? Always. We want to be brave with our lives and our work. It’s why we’re here.” Whether you’ve read Daring Greatly and Rising Strong or you’re new to Brené Brown’s work, this book is for anyone who wants to step up and into brave leadership.

When the going gets tough, it’s time to get gritty. Written by a clinical-child and school psychologist and based in the latest research, The Grit Guide for Teens will help you build perseverance, resilience, self-control, and stamina. As a teen, setting and reaching goals is an important part of growing up. Whether you want to do well in school, get into a good college, make friends, excel in sports, or master the fine arts or music—you know you need to persevere in order to succeed. You’ve probably heard the term “grit” at school or from your parents, but what does it really mean? Made popular by Angela Duckworth in her New York Times bestseller, the term “grit,” embodies all the characteristics that help people accomplish the things they want, such as self-control, tenacity, and the ability to fail well. Using the skills outlined in this book, you’ll develop both grit and a growth mind-set—a way of thinking that focuses on improvement and hard work in order to achieve any goal you set for yourself. You’ll learn how to make grit an everyday habit, turn disappointments into opportunities, embrace challenges, manage stress, and be the very best version of you that you can be. Studies show that grit isn’t something you have to be born with—it can be taught and learned! This book will give you everything you need to get gritty, open your mind to all life’s possibilities, and succeed in everything you do.

Thaler and Koval feel that grit, perseverance, perspiration, determination, and sheer stick-to-it-iveness is the real secret to their own success in their careers— and can be in yours. Research shows that we far overvalue talent and intellectual ability in
The hidden brain is the voice in our ear when we make the most important decisions in our lives—but we’re never aware of it. The hidden brain decides whom we fall in love with and whom we hate. It tells us to vote for the white candidate and convict the dark-skinned defendant, to hire the thin woman but pay her less than the man doing the same job. It can direct us to safety when disaster strikes and move us to extraordinary acts of altruism. But it can also be manipulated to turn an ordinary person into a suicide terrorist or a group of bystanders into a mob. In a series of compulsively readable narratives, Shankar Vedantam journeys through the latest discoveries in neuroscience, psychology, and behavioral science to uncover the darkest corner of our minds and its decisive impact on the choices we make as individuals and as a society. Filled with fascinating characters, dramatic storytelling, and cutting-edge science, this is an engrossing exploration of the secrets our brains keep from us—and how they are revealed.

Tempted to Give Up? Here’s How to Keep Going If you browse through the interviews with some of the most successful people on Earth, you’ll find one common piece of advice shared by virtually all of them: They never give up on their big goals. Research shows that grit is a better predictor for success than any other factor. The ability to keep going despite setbacks is more important than your IQ, character or other external factors like your upbringing or surroundings. But what does it really mean to “never give up”? What exactly is grit? How do you persevere when faced with larger than life difficulties? How do you keep going when you’re at the brink of exhaustion and all your hard work hasn’t been rewarded yet? I wrote this book to explore the subject of persistence from a more scientific point of view than clichéd self-help sayings. I want to share with you how exactly to stick to your goals according to peak performers and science—not vague motivational advice that assumes we have unlimited strength once we’re motivated enough. Here are just a couple of things you will learn from the book: A crucial piece of advice you can learn from the first people who reached the South Pole. If you make the wrong choice, you’ll burn out—guaranteed. What famous American comic J emy Seinfeld did in his early days of career to keep going. It’s a simple trick that provides huge results. What a study on top musicians, athletes, actors and chess players can teach you about achieving results and persistence. The elite performers practice much fewer hours than you believe. Five of the most common ways you lead yourself to self-sabotage. Usually, you’re not even aware of how many of your efforts go for naught simply because of the five things I discuss in this book. According to studies, this one trait is strongly associated with grit and persistence. Learn what it is and how to develop it in five different ways. Five focusing questions to keep going. Asking yourself these questions will help you boost your motivation when you’re at the brink of giving up. How listening to others whining makes a part of your brain shrink and affects your ability to persevere when faced with setbacks. Six bestselling authors and bloggers share their best techniques on how to keep going when you want to give up: Stephen Guise (author of “Mini Habits: Smaller Habits, Bigger Results”), J oel Runyon (blogger at ImpossibleHQ.com), Serena Star-Leonard (bestselling author of “How to Retire in 12 Months: Turning Passion into Profit”) Derek Doepker (bestselling author of “Why You’re Stuck”), Michal Stawicki (bestselling author of “Trickle-Down Mindset: The Missing Element In Your Personal Success”), and Hung Pham (bestselling author of “Break Through: 12 Powerful Steps to Destroy Your Mental Barriers and Achieve Success”). There’s no reason why you should give up if you’re working on the right goal. Learn how to make sure you’ll reach your objectives. Scroll up and buy the book now. For more free resources, sign up for my self-improvement newsletter: http://http://www.profoundselfimprovement.com/gra Keywords: How not to give up, persistence, grit, how to keep going, how to reach your goals, how to achieve goals, how to achieve success, how to be resilient, how to be strong, how to be tough, success mindset, success tips, psychology of success, success psychology, self-discipline, self-help books, personal development ebooks, personal development books, personal growth success, personal growth and inspiration

Breakthrough research proves GRIT can be understood, measured and permanently improved. New York Times #1 best-selling author, Dr. Paul G. Stoltz, the originator of the AQ (Adversity Quotient) theory and method, delivers on the next big breakthrough in human endeavor and success. Discover why a new study reveals 98% of employers worldwide pick GRIT over any other factor, including grit. Find out why GRIT can determine whether or not you achieve your goals, transcend your circumstances, and better your life. Grit is hot, but misunderstood. Most people think grit is purely about basic tenacity and persistence. “That’s much too limited. Science proves there is substantially more to GRIT,” says Dr. Paul G. Stoltz, (author of Adversity Quotient, The Adversity Advantage, Put Your Mindset to Work). In this provocative new book, he provides the definitive upgrade from “grit” to “GRIT”, and asserts that “Whether at work, school, home, sport, or play, the quality of GRIT is as important as or more important than the quantity.” Drawing from his 35 years of scholarly research and practical application in top companies and institutions like Harvard Business School and MIT, Stoltz exposes the difference between Dumb and Smart GRIT, Bad and Good GRIT, Weak and Strong GRIT. He lays out the four dimensions of GRIT, Growth, Resilience, Instinct, and Tenacity, then guides the reader to Grok (understand), Gauge (measure) and Grow (measurably improve) one’s GRIT. Each book comes with a private code to complete the GRIT Gauge(tm), online, with a full feedback report on one’s GRIT, along with concrete tools and tips to apply GRIT as leaders, students, professionals, parents, athletes, team members, individuals, whatever the age or stage of life, to achieve uncommon personal and collective success in any and all pursuits.

In this instant New York Times bestseller, Angela Duckworth shows anyone striving to succeed that the secret to outstanding achievement is not talent, but a special blend of passion and persistence she calls “grit.” "Inspiration for non-geniuses everywhere" (People). The daughter of a scientist who frequently noted her lack of “genius,” Angela Duckworth is now a celebrated researcher and professor. It was her early eye-opening stints in teaching, business consulting, and neuroscience that led to her hypothesis about what really drives success: not genius, but a unique combination of passion and long-term perseverance. In grit, she takes us into the field to visit cadets struggling through their first days at West Point, teachers...
working in some of the toughest schools, and young finalists in the National Spelling Bee. She also mines fascinating insights from history and shows what can be gleaned from modern experiments in peak performance. Finally, she shares what she’s learned from interviewing dozens of high achievers—from P Morgan CEO Jamie Dimon to New Yorker cartoon editor Bob Mankoff to Seattle Seahawks Coach Pete Carroll. “Duckworth’s ideas about the cultivation of tenacity have clearly changed some lives for the better” (The New York Times Book Review). Among Grit’s most valuable insights: any effort you make ultimately counts twice toward your goal; grit can be learned, regardless of IQ or circumstances; when it comes to child-rearing, neither a warm embrace nor high standards will work by themselves; how to trigger lifelong interest; the magic of the Hard Thing Rule; and so much more. Winningly personal, insightful, and even life-changing, Grit is a book about what goes through your head when you fall down, and how that—not talent or luck—makes all the difference. This is “a fascinating tour of the psychological research on success” (The Wall Street Journal).

"Passionate and urgent,’ Guardian, Book of the Week ‘A must-read for all.’ Stylist, best new books for 2020 ‘Cogently argued and intensely persuasive. Groundbreaking Work.’ Waterstones, best new books of April ‘Impressive and much-needed.’ Financial Times, Best Business Books April to J une ‘Admirably detailed.’ Prospect Magazine ‘Practical, useful, readable and essential for the times we are living in.’ Nikesh Shukla ‘An eye-opening book that I hope will be widely read.’ Angela Saini ‘If you think you don’t need to read this book, you really need to read this book.’ J ane Garvey ‘An eye-opening book looking at unconscious bias. Meticulously researched and well written. It will make you think hard about the judgments we make. An essential read for our times.’ Kavita Puri, BBC J ournalist and author For the first time, behavioural and data scientist, activist and writer Dr Pragya Agarwal unravels the way our implicit or ‘unintentional’ biases affect the way we communicate and perceive the world, how they affect our decision-making, and how they reinforce and perpetuate systemic and structural inequalities. Sway is a thoroughly researched and comprehensive look at unconscious bias and how it impacts day-to-day life, from job interviews to romantic relationships to saving for retirement. It covers a huge number of sensitive topics - sexism, racism, ageism, homophobia, colourism - with tact, and combines statistics with stories to paint a fuller picture and enhance understanding. Throughout, Pragya clearly delineates theories with a solid grounding in science, answering questions such as: do our roots for prejudice lie in our evolutionary past? What happens in our brains when we are biased? How has bias affected technology? If we don’t know about it, are we really responsible for it? At a time when partisan political ideologies are taking centre stage, and we struggle to make sense of who we are and who we want to be, it is crucial that we understand why we act the way we do. This book will enable us to open our eyes to our own biases in a scientific and non-judgmental way.

What does it take for women to succeed in a male-dominated world? The Grit Factor. At age nineteen, Shannon Huffman Poisson became the youngest woman ever to climb Denali, the highest mountain in North America. She went on to reach the summits of Mt. Rainier and Mt. Kilimanjaro and spent more than a decade traveling the world. Yet it was during her experience serving as one of the Army's first female attack helicopter pilots, and eventually leading an Apache flight platoon on deployment to Bosnia-Herzegovina, that she learned the lessons of leadership that forever changed her life. Where did these insights come from? From her own crucibles of experience—and from other women. In writing The Grit Factor, Poisson made her mission to connect with an elite pack of tough, impressive female iconoclasts who shared with her their candid stories of combat and career. This slate of decorated leaders includes Heather Penney, one of the first female F-16 pilots, who was put on a suicide mission for 9/11; General Ann Dunwoody, the first female four-star general in the Army; Amy McGrath, the first female Marine to fly the F/A-18 in combat and a 2020 candidate for the US Senate—and dozens of other unstoppable women who got there first, including Poisson herself. These women led at the highest levels in the most complicated, challenging, and male-dominated organization in the world. Now, in the post-#MeToo era, when positive role models of women leading are needed as never before, Poisson brings these voices together, sharing her own life lessons and theirs with storytelling flair, keen insight, and incisive analysis of current research. With its gripping narrative and relatable takeaways, The Grit Factor is both inspiring and pragmatic, a book that will energize and enlighten current and aspiring leaders everywhere—whether male or female.

"I know that I'll be evaluated in Seattle with wins and losses, as that is the nature of my profession for the last thirty-five years. But our record will not be what motivates me. Years ago I was asked, 'Pete, which is better: winning or competing?' My response was instantaneous; 'Competing... because it lasts longer.'" Pete Carroll is one of the most successful coaches in football today. As the head coach at USC, he brought the Trojans back to national prominence, amassing a 97-19 record over nine seasons. Now he shares the championship-winning philosophy that led USC to seven straight Pac-10 titles. This same mind-set and culture will shape his program as he returns to the NFL to coach the Seattle Seahawks. Carroll developed his unique coaching style by trial and error over his career. He learned that you get better results by teaching instead of screaming, and by helping players grow as people, not just on the field. He learned that an upbeat, energetic atmosphere in the locker room can coexist with an unstoppable competitive drive. He learned what you should stop worrying about your opponents, why you should always act as if the whole world is watching, and many other contrarian insights. Carroll shows us how the Win Forever philosophy really works, both in NCAA Division I competition and in the NFL. He reveals how his recruiting strategies, training routines, and game-day rituals preserve a team's culture year after year, during championship seasons and disappointing seasons alike. Win Forever is about more than winning football games; it's about maximizing your potential in every aspect of your life. Carroll has taught business leaders facing tough challenges. He has helped troubled kids on the streets of Los Angeles through his foundation A Better LA. His words are true in any situation: "If you want to win forever, always compete."

NEW YORK TIMES BESTSELLER • This instant classic explores how we can change our lives by changing our habits. NAMED ONE OF THE BEST BOOKS OF THE YEAR BY The Wall Street Journal • Financial Times In The Power of Habit, award-winning business reporter Charles Duhigg takes us to the thrilling edge of scientific discoveries that explain why habits exist and how they can be changed. Distilling vast amounts of information into engrossing narratives that take us from the
boardrooms of Procter & Gamble to the sidelines of the NFL to the front lines of the civil rights movement, Duhigg presents a whole new understanding of human nature and its potential. At its core, The Power of Habit contains an exhilarating argument: The key to exercising regularly, losing weight, being more productive, and achieving success is understanding how habits work. As Duhigg shows, by harnessing this new science, we can transform our businesses, our communities, and our lives.

With a new Afterword by the author "Sharp, provocative, and useful."—J. im Collins "Few [books] become essential manuals for business and living. The Power of Habit is an exception. Charles Duhigg not only explains how habits are formed but how to kick bad ones and hang on to the good."—Financial Times "A flat-out great read."—David Allen, bestselling author of Getting Things Done: The Art of Stress-Free Productivity "You'll never look at yourself, your organization, or your world quite the same way."—Daniel H. Pink, bestselling author of Drive and A Whole New Mind "Entertaining . . . enjoyable . . . fascinating . . . a serious look at the science of habit formation and change."—The New York Times Book Review

"Have you ever found yourself stretched too thin? Do you simultaneously feel overworked and underutilized? Are you often busy but not productive? Do you feel your time is constantly being hijacked by other people's agendas? If you answered yes to any of these questions, the way out is the way of the Essentialist. Essentialism isn't about getting more done in less time. It's about getting only the right things done. Only once we discern what is absolutely essential and eliminate everything else can we make our highest possible contribution toward things that truly matter. By forcing us to apply more selective criteria for where to spend our precious time and energy, the disciplined pursuit of less empowers us to reclaim control of our own choices, instead of giving others the implicit permission to choose for us. Essentialism is not one more thing to do. It's a whole new way of doing less, but better, in every area of our lives"—Back cover.

Grow Your Grit—How You Can Develop the Critical Ingredient for Success Grit—defined as our perseverance and passion for long-term goals—is now recognized as one of the key determinants for achievement and life satisfaction. In an age that provides us with a never-ending stream of distractions and quick-and-easy solutions, how do we build this essential quality? "This book is designed to help you screen out the spam of life and cultivate authentic grit in every setting," writes Caroline Miller. With Getting Grit, this bestselling author brings you an information-rich and practical guide for developing the qualities needed to persevere over obstacles—not just toughness and passion, but also humility, patience, and kindness. Join her as she shares research-based insights and practices on: • Learning grit—how you can enhance your willpower and rewire your brain for resilience • The key traits of gritty people—what the latest research reveals • The three kinds of "false grit" and how to recognize them in yourself • The courage to fail—tools for turning your setbacks into your greatest teachers • Daring to dream big—guidance for building your capacity to take risks and aim higher • No one succeeds alone—tips for gathering your support team and inspiring others • The role of self-compassion, gratitude, and spirituality in building grit "I've come to believe that gritty behavior is a positive force that does more than help us rise to our own challenges," writes Caroline Miller. "When we embody the best qualities of grit, we become a role model for others who want to become better people, and help them awaken greater possibilities for themselves." Whether you're seeking to grow beyond your limits at work, at home, on the sporting field, or in any leadership role, Getting Grit is a powerful resource to help you bring out the qualities that will help you succeed and thrive.

"God honors a beautiful blend of gift and grit! He gives the gift, and He expects us to have the grit to practice and learn how to use it effectively." Beth Moore Do you often get surprised how some people keep focussed on their life's purpose despite facing numerous setbacks? Do you wonder how the high-achievers overcome the toughest situations of life with resilience and determination without a flinch? Ever thought, what's something that makes these people extra-ordinary? Do they have more IQ? Are they more emotionally intelligent? Do they always have more resources, or better circumstances or abilities? No, none of them can 100% guarantee your long-term success. Then what's the deal? What works? It is Grit. It's their perseverance and passion to stay focused for very long time that makes them achieve their life's goal. It's their GRIT that makes them extraordinary. And the good news! GRIT is a choice. It's not something that comes from your genes unlike your IQ or other factors. You can CHOOSE it. Unfortunately there is no scientific formula that leads to building grit, but here is an approach to build grit based on growth mindset, as Angela Duckworth, the grit researcher and Carol Dweck, the mindset researcher propounded. And that's what "The Gift of Grit" has to offer you. The Gift of Grit will not only elaborate how Grit is the strongest predictor of success, it will teach you the practical steps to develop a growth mindset & belief system that will pave the way to build a Gritty YOU. Learn How Growth Mindset is the Path to Building Grit. Uncover neuroscience research showing how growth mindset and grit literally alters the brain portions and neuron connections that triggers the way to achieving your long-term goals. How to get rid of 5 toxic mindsets that kill your grit. Step-By-Step Approach to Building Personal Grit How ABCDE Principle helps you to entirely change your perspective even in the most adverse life situations Understand 40% Rule to develop mental toughness and resilience. Learn about "Hard Thing Rule" to develop your grit on everyday basis. Empower your Belief Systems How the power of beliefs can create super-achievers like Albert Einstein, and Roger Bannister Unlock the effective ways to strengthen and rewire your entire belief system to mould you journey to success. Discover the mental training tips and tricks to effectively deal with setbacks and adversities. Former US president, Calvin Coolidge once aptly said: "Nothing in this world can take the place of persistence. Talent will not: nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is almost a proverb. Education will not: the world is full of educated derelicts. Persistence and determination alone are omnipotent." The Gift of Grit is for anyone and everyone who is sincere about achieving their long-term goals. Whether you're a student, an entrepreneur, an employee or a stay at home parent nurturing kids, grit is the ultimate gift that you can give yourself to design your destiny. So don't wait anymore Give Yourself the gift of GRIT and Achieve Your Life Goals with the power of Passion and Perseverance.

For the first time in decades of groundbreaking research, the inventor of the 10,000-hour rule explains his techniques for developing mastery of any skill We live in a world full of people with extraordinary abilities. Consider what Roger Federer can do with a tennis ball, or Connor McDavid with a puck. There are chess grandmasters who can play several dozen different
games simultaneously--while blindfolded--and a seemingly unending supply of young musical prodigies who would have astonished aficionados a century ago. We are dramatically better at just about everything than we were just a generation ago. We assume, though, that these peak performers are the lucky ones, the ones with a gift. That's only partly true. The fact is we are all lucky. We all have that gift. As Ericsson's whole career has shown, with the proper practice, we are all capable of extraordinary feats. On the surface, the techniques that chess players use to develop their skills seem quite different from the methods soccer players use to perfect their games, which in turn seem quite different from how pianists improve their playing. But at a deeper level, they are all variations on a single fundamental approach to learning, what Ericsson, a world-renowned researcher, has named "deliberate practice": a simple, yet powerful system for enhancing learning. This approach to expertise has the potential to revolutionize how we think about every sort of education and training. We are not limited by an endowment of natural talent. We create our own limits. Whether you want to step up your game at work or on the weekend, or help your kid achieve athletic or academic goals, Ericsson's revolutionary methods will show you how to master almost anything.

Come back from every setback a stronger and better leader If you read nothing else on mental toughness, read these ten articles by experts in the field. We've combed through hundreds of articles in the Harvard Business Review archive and selected the most important ones to help you build your emotional strength and resilience--and to achieve high performance. This book will inspire you to: Thrive on pressure like an Olympic athlete Manage and overcome negative emotions by acknowledging them Plan short-term goals to achieve long-term aspirations Surround yourself with the people who will push you the hardest Use challenges to become a better leader Use creativity to move past trauma Understand the tools your mind uses to recover from setbacks. This collection of articles includes "How the Best of the Best Get Better and Better," by Graham J. Jones; "Crucibles of Leadership," by Warren G. Bennis and Robert J. Thomas; "Building Resilience," by Martin E.P. Seligman; "Cognitive Fitness," by Roderick Gilkey and Clint Kilts; "The Making of a Corporate Athlete," by Jinni 10ehr and Tony Schwartz; "Stress Can Be a Good Thing If You Know How to Use It," by Alla Crum and Thomas Crum; "How to Bounce Back from Adversity," by Joshua D. Margolis and Paul G. Stoltz; "Rebounding from Career Setbacks," by Mitchell Lee Marks, Philip Mirvis, and Ron Askenas; "Realizing What You're Made Of," by Glenn E. Mangurian; "Extreme Negotiations," by Jeff Weiss, Aram Donigian, and Jonathan Hughes; and "Post-Traumatic Growth and Building Resilience," by Martin Seligman and Sarah Green Carmichael.

Grit: The Power of Passion and Perseverance by Angela Duckworth | Book Summary | Readtrepreneur (Disclaimer: This is NOT the original book. If you're looking for the original book, search this link http://amzn.to/2vD1NDD) Is success all talent? What do the successful people have that allows them to achieve their goals? This book Grit teaches us that success is not all talent. To have the talent is an essential factor and it will give you the edge over others who don't, but more importantly, you need the grit to see things through. (Note: This summary is wholly written and published by readtrepreneur.com It is not affiliated with the original author in any way) "Grit is living life like it's a marathon, not a sprint." - Angela Duckworth Author Angela Duckworth was a math teacher to seventh graders before she went on to study about Grit and she has discovered a valuable insight from her experience: that grit is a predictor of success. Find out how gritty you are, how you can become a grittier individual, and how you can influence other people to become more gritty and have a higher chance at success. P.S. This book has something for everyone to learn from, regardless if you're a teacher, a parent, or an aspiring individual who seeks to better himself. You will learn to see things in a different light and understand how successful people came to be. The Time for Thinking is Over! Time for Action! Scroll Up Now and Click on the “Buy now with 1-Click” Button to Get A Copy Sent to Your Doorstep Right Away! Why Choose Us, Readtrepreneur? Highest Quality Summaries Delivers Amazing Knowledge Awesome Refresher Clear And Concise Disclaimer Once Again: This book is meant for a great companionship of the original book or to simply get the gist of the original book. If you're looking for the original book, search for this link: http://amzn.to/2vD1NDD

A WALL STREET JOURNAL BESTSELLER “Five gritty leaders whose extraordinary passion and perseverance changed history...a gripping read on a timeless and timely topic”—Angela Duckworth, #1 bestselling author of Grit An enthralling historical narrative filled with critical leadership insights, Forged in Crisis, by celebrated Harvard Business School historian Nancy Koehn, spotlights five masters of crisis: polar explorer Ernest Shackleton; President Abraham Lincoln; legendary abolitionist Frederick Douglass; Nazi-resisting clergyman Dietrich Bonhoeffer; and environmental crusader Rachel Carson. What do such disparate figures have in common? Why do their extraordinary stories continue to amaze and inspire? In delivering the answers to those questions, Nancy Koehn offers a remarkable template by which to judge those in our own time to whom the public has given its trust. She begins each of the book’s five sections by showing her protagonist on the precipice of a great crisis: Shackleton marooned on an Antarctic ice floe; Lincoln on the verge of seeing the Union collapse; escaped slave Douglass facing possible capture; Bonhoeffer agonizing over how to counter absolute evil with faith; Carson racing against the cancer ravaging her in a bid to save the planet. The narrative then reaches back to each person’s childhood and shows the individual growing—step by step—into the person he or she will ultimately become. Significantly, as we follow each leader’s against-all-odds journey, we begin to glean an essential truth: leaders are not born but made. In a book dense with epiphanies, the most galvanizing one may be that the power to lead courageously resides in each of us. Whether it’s read as a repository of great insight or as exceptionally rendered human drama, Forged in Crisis stands as a towering achievement.

The authors in Amplified Voices, Intersecting Identities: First-Gen PhDs Navigating Institutional Power in Early Careers are among the few first-generation students to continue to graduate school and the professoriate. Their critical narratives address the deep structural inequalities within higher education.

UNLOCK THE KEY TO SUCCESSIn this must-read for anyone seeking to succeed, pioneering psychologist Angela Duckworth takes us on an eye-opening journey to discover the true qualities that lead to outstanding achievement. Winningly personal, insightful and powerful, Grit is a book about what goes through your head when you fall down, and how that - not
talent or luck - makes all the difference. 'Impressively fresh and original' Susan Cain

#1 internationally bestselling author Thomas Erikson shows readers how to identify and avoid the psychopaths around them. Charming, charismatic, and delightful or manipulative, self-serving, and cunning? Psychopaths are both and that's exactly what makes them dangerous. Bestselling author of the international phenomenon Surrounded by Idiots, Thomas Erikson reveals how to identify the psychopaths in your life and combat their efforts to control and manipulate. Using the same simple four-color system of behavior classification that made Surrounded by Idiots so popular, Surrounded by Psychopaths teaches readers how to deal with psychopaths in their lives by becoming aware of their own behavior and their weaknesses. Vivid example stories illustrate ways that psychopaths can take advantage of various behavior types, helping readers identify their own weaknesses and be proactive about protecting themselves. Erikson outlines some of the most common forms of manipulation used by psychopaths—and others—to influence those around them. Since manipulation can often be a feature of ordinary, non-psychopathic relationships, the book also includes practical methods and techniques to help readers confront controlling people and rehabilitate negative relationships into mutually respectful ones. By understanding your behavior as well as the tendencies and strategies of psychopaths, Surrounded by Psychopaths will teach you to protect yourself from manipulative influence in your workplace, social life, and family.

During the brutal crucible of Navy SEAL training, instructors often tell students to "embrace the suck." This phrase conveys the one lesson that is vital for any SEAL hopeful to learn: lean into the suffering and get comfortable being very uncomfortable. In this powerful, no-nonsense guide, Navy SEAL combat veteran turned leadership expert Brent Gleeson teaches you how to transform every area of your life—the Navy SEAL way. Can anyone develop this level of resiliency? Gleeson breaks it down to a Challenge-Commitment-Control mindset. He reveals how resilient people view difficulties as a challenge, where obstacles and failures are opportunities for growth. Next, they have a strong emotional commitment to their goals and are not easily distracted or deterred. Finally, resilient people focus their energy on the things within their control, rather than fixating on factors they can't impact. Embrace the Suck provides an actionable roadmap that empowers you to expand your comfort zone to live a more fulfilling, purpose-driven life. Through candid storytelling, behavioral science research, and plenty of self-deprecating humor, Gleeson shows you how to use pain as a pathway, reassess your values, remove temptation, build discipline, suffer with purpose, fail successfully, transform your mind, and achieve more of the goals you set.

Challenges conventional views about standardized testing to argue that success is more determined by self-discipline, and describes the work of pioneering researchers and educators who have enabled effective new teaching methods.

'Stimulating, intelligent and enjoyable discussions of the most important issues of our day.' STEVEN PINKER 'From entrepreneurs to athletes, and world leaders to entertainers, this is a fascinating collection of interviews with some of the world's most influential individuals.' MARK CUBAN 'Thought Economics is a fine reube to the soundbite culture; these interviews are driven by real curiosity, and there is a wealth of wisdom here.' EDWARD STOURTON Since 2007, entrepreneur and philanthropist Vikas Shah has been on a mission to interview the people shaping our century. Including conversations with Nobel prizewinners, business leaders, politicians, artists and Olympians, he has been in the privileged position of questioning the minds that matter on the big issues that concern us all. We often talk of war and conflict, the economy, culture, technology and revolutions as if they are something other than us. But all these things are a product of us - of our ideas, our dreams and our fears. We live in fast-moving and extraordinary times, and the changes we're experiencing now, in these first decades of the twenty-first century, feel particularly poignant as decisions are made that will inform our existence for years to come. What started out as a personal interest in the mechanisms that inform our views of the world, and a passion for understanding, has grown into a phenomenal compilation of once-in-a-lifetime conversations. In this incredible collection, Shah shares some of his most emotive and insightful interviews to date. Chapters include: Chapter 1. On Identity: Who We Are Chapter 2. On Culture: How We Live Chapter 3. On Economics: How We Work Chapter 4. On Education: How We Learn Chapter 5. On Discrimination and Injustice: Them and Us Chapter 6. On Conflict: War, Peace and Justice Chapter 7. On Democracy: A 2,500-year Experiment in Power Interviewees: Marina Abramovic, Professor J im Al-Khalili, Professor Kwame Anthony Appiah, Professor J ustin Barrett, Professor Sean Carroll, Professor Deepak Chopra, Professor George Church, Dame J ane Morris Goodall DBE, Sir Antony Gormley, Bear Grylls OBE, Professor Yuval Noah Harari, Sir Anish Kapoor CBE, Rose McGowan, Sam Neill, Professor Steven Pinker, Dr J ordan B. Peterson, Sir Ken Robinson, Professor Carlo Rovelli, Saddinguru, Dr Carl Safina, Dr Elif Shafak, Philippe Starck, Professor J ack Szostak, Dr Maya Angelou (1928-2014), David Bailey CBE, Black Thought, Heston Blumenthal OBE, Ed Catmull, Alain Ducasse, Tracey Emin CBE, George the Poet, Paul Greengrass, Siddharth Roy Kapur, Lang Lang, Ken Loach, Yann Martel, Moby, Sir Andrew Motion, Rankin, Ritesh Sidhwani, Lenni Sissay MBE, Saal Williams, Hans Zimmer, Carlo Ancelotti OSI, Mark Cuban, Professor Stew Friedman, Professor Green, Commander Chris Hadfield, Gary Hamey, Tony Hsieh, Arianna Huffington, Professor J ohn Kotter, General Stanley McChrystal, General Richard Myers, J acqueline Novogratz, Robert Bernard Reich, Nico Rosberg, Sheryl Sandberg, Stephen Schwartzman, General Sir Richard Shirreff, Hamdi Ulukaya, J ocko Willink, Sophia Amoruso, Steve Ballmer, Sir Richard Branson, Tony Burch, Stuart Butterfield, Steve Case, Dennis Crowley, Weili Dai, Sir J ames Dyson, J amal Edwards MBE, Tony O. Elumelu, Scott Farquhar, Naveen J ain, Donna Karan, Kevin O'Leary , Robin Li, K iran Mazumdar-Shaw, J osé Neves , Michael Otto, J ohn Sculley, Gary Vaynerchuk , J ack Welch (1935-2020), will.i.am, Chip Wilson, J erry Yang , Professor Muhammad Yunus, David Baddiel, Laura Bates, Lord J ohn Bird MBE, Sir Philip Craven MBE, Dexter Dias QC , Melinda Ann Gates, Leymah Gbowee, Matt Haig, Ahsa Hirsch, Ruth Hunt, J amelia J amil, L. A. Kaufman, Frederik Willem (F. W.) de Klerk, Iby Knill, Harry Leslie Smith (1923-2018), George Takei , Peter Tatchell, Al WeiWei, Bertie Ahem, President Martti Ahtisaari, Professor Alexander Betts, Marina Cantacuzino, François Chopeau, dr Shirin Ebadi, Ben Ferencz, Z eid Ra'ad Al Hussein, Gulwali Passarlay, Professor George Rupp, Lech Walesa, J ody Williams, Catherine Woolard, Alastair Campbell, Noam Chomsky, Vicente Fox, Professor A. C. Grayling, Toomas Hendrik Ilve, Susan Herman, Gary Kasparov, Michael Lewis, Ted Lieu, Moirs Naöm, Admiral J ames Stavridis, Ece Temelkuran, Yanis Varoufakis, Guy Verhofstadt, Lord
Kristin Neff, Ph.D., says that it's time to “stop beating yourself up and leave insecurity behind.” Self-Compassion: Stop Beating Yourself Up and Leave Insecurity Behind offers expert advice on how to limit self-criticism and offset its negative effects, enabling you to achieve your highest potential and a more contented, fulfilled life. More and more, psychologists are turning away from an emphasis on self-esteem and moving toward self-compassion in the treatment of their patients—and Dr. Neff's extraordinary book offers exercises and action plans for dealing with every emotionally debilitating struggle, be it parenting, weight loss, or any of the numerous trials of everyday living.

Grit, the combination of passion and perseverance, has more of an influence on success than cognitive ability, and parents want nothing more than to raise happy, successful children. Raising Children With Grit: Parenting Passionate, Persistent, and Successful Kids provides the strategies that parents need to teach, motivate, and inspire children to pursue their passions with grit—and succeed. And by focusing on self-discipline, parenting strategies, and personality traits, parents can cultivate perseverance in their children. By coupling that with an emphasis on curiosity and interest-building activities, parents can help their children define their passions. Additionally, this book offers tips for parents about working with school personnel, how to model grit in their own lives, and how social factors can influence the development of grit.

Tracing some of the economic highs and lows that impacted the world in the aftermath of Hurricane Katrina, an introduction to the emerging field of resilience research explains how to approach disruptions in ecosystems, businesses and governments to better reinforce interdependent world systems. 40,000 first printing.

Build resilience in your company to weather the greatest crises. If you read nothing else on organizational resilience, read these 10 articles. We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help your company prepare for and overcome disruption, social upheaval, and disaster. This book will inspire you to: Reposition your core business while launching a separate, disruptive business Build the ability to continually anticipate and adjust to emerging trends Prepare for the business implications of climate change Learn about the risks of hyperefficient businesses Develop organizational grit Rebound from a recession faster than your competitors Lead your company through any kind of crisis This collection of articles includes "How Resilience Works" by Diane Coutu; "The Quest for Resilience" by Gary Hamel and Liisa Valikangas; "Disruptive Technologies: Catching the Wave" by Joseph L. Bower and Clayton M. Christensen; "Organizational Grit" by Thomas H. Lee and Angela L. Duckworth; "Leading in Times of Trauma" by Jane E. Dutton, Peter J. Frost, Monica C. Worline, Jacoba M. Lilius, and Jason M. Kanov; "Learning from the Future" by J. Peter Scoblic; "Leading a New Era of Climate Action" by Andrew Winston; "The High Price of Efficiency" by Roger L. Martin; "Reigniting Growth" by Chris Zook and James Allen; "Global Supply Chains in a Post-Pandemic World" by Willy C. Shih; and "Roaring Out of Recession" by Ranjay Gulati, Nitin Nohria, and Franz Wohlgemuth. HBR's 10 Must Reads paperback series is the definitive collection of books for new and experienced leaders alike. Leaders looking for the inspiration that big ideas provide, both to accelerate their own growth and that of their companies, should look no further. HBR's 10 Must Reads series focuses on the core topics that every ambitious manager needs to know: leadership, strategy, change, managing people, and managing yourself. Harvard Business Review has sorted through hundreds of articles and selected only the most essential reading on each topic. Each title includes timeless advice that will be relevant regardless of an ever-changing business environment.