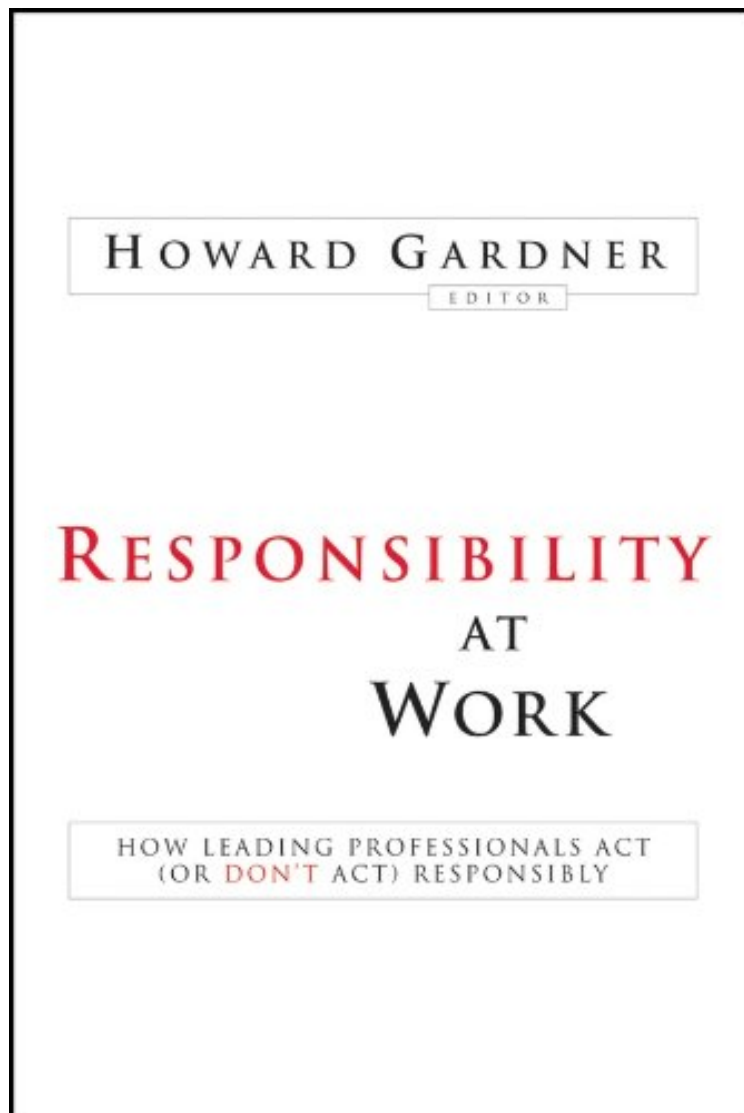


(Download) Responsibility at Work, (WCS) Desktop Edition: How Leading Professionals Act (or Don't Act) Responsibly

Responsibility at Work, (WCS) Desktop Edition: How Leading Professionals Act (or Don't Act) Responsibly

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From Jossey-Bass : Responsibility at Work, (WCS) Desktop Edition: How Leading Professionals Act (or Don't Act) Responsibly before purchasing it in order to gauge whether or not it would be worth my time, and all praised Responsibility at Work, (WCS) Desktop Edition: How Leading Professionals Act (or Don't Act) Responsibly:

23 of 23 people found the following review helpful. A comprehensive, in-depth look at what fosters responsible behavior in the workplace By Michael L. Stallard Any book that includes contributions from Howard Gardner, Mihaly

Csikszentmihalyi, and William Damon is bound to be outstanding given their impressive talents. Their past works on changing minds, optimal experience and building character, respectively, had a considerable effect on the Connection Culture theory my colleagues and I developed in our recently-published book entitled *Fired Up or Burned Out: How to Reignite Your Team's Passion, Creativity, and Productivity*. *Responsibility at Work* is an important new contribution to understanding what leads to ethical behavior in the workplace. The book is a product of the GoodWork Project that began as a collaboration of the three aforementioned thought leaders in 1994. Since that time, a significant amount of research has been conducted to understand which factors affect responsible behavior in the workplace and how to foster habits of acting responsibly. For me, what emerged from reading this book was a more nuanced understanding of the mindset and experiences of the people who act responsibly at work. A few of the findings about people who act responsibly that stood out to me were as follows: * morality is important to their identities, * they have a sense of purpose in their work, * they feel a responsibility to connect with the people in their lives and with their community, * they have an understanding and appreciation for the past (history) and a sense of obligation to future generations, * they integrate their personal and professional lives (rather than compartmentalize them like the fictional character Tony Soprano, for example), * they value excellence in work, * they resist the temptation to compromise (that stems from time or competitive pressures) and try to be efficient as a means to fulfill their responsibilities to people and to do excellent work, * they work in a culture (profession and/or workplace) that embraces their values that support acting responsibly, * the mentors they had in life influenced their values to act responsibly * as leaders they tend to be similar to the "servant leaders" described by Simon Greenleaf in his classic book, * as they grow older, they tend to promote responsible behavior in their professions and mentor younger people to behave responsibly, and * although not a guarantee, spirituality does help people take responsibility for their actions. *Responsibility at Work* will help organizations develop a better feel for hiring and promoting employees who act responsibly. It will also help organizations thrive for sustained periods of time because, as my colleagues and I argue in our book, individuals who act responsibly also tend to help organizations develop the elements in a culture that unite employees and motivate them to achieve a common purpose. This book also supports the importance for leaders to be intentional about nurturing an environment at work that values responsible behavior. *Responsibility at Work* is a must read for anyone who wants to develop an in-depth understanding of how to create a healthy workplace. Congratulations to all of the contributors for their work on this fine book.

0 of 0 people found the following review helpful. Great for my classes and down time reading!

By T. L. Canary Great for my classes and down time reading! This book was just what I needed and had the correct information posted!

0 of 0 people found the following review helpful. Not easy reading material....

By Snookum We selected this book for a work-based book discussion group. I would have given it five stars, but I think I may have been the only one in the room who had actually finished it. The rest of the group would have benefitted from doing so.

Filled with original essays by Howard Gardner, William Damon, Mihaly Csikszentmihalyi, and Jeanne Nakamura and based on a large-scale research project, the GoodWork Project, *Responsibility at Work* reflects the information gleaned from in-depth interviews with more than 1,200 people from nine different professions—journalism, genetics, theatre, higher education, philanthropy, law, medicine, business, and pre-collegiate education. The book reveals how motivation, culture, and professional norms can intersect to produce work that is personally, socially, and economically beneficial. At the heart of the study is the revelation that the key to good work is responsibility—taking ownership for one's work and its wider impact.

From Booklist Any work authored or edited by Gardner (Harvard professor, author of *Changing Minds*, 2006, among other works) is worth investigating. This collection of essays is no exception. What Gardner and esteemed colleagues (such as Mihaly Csikszentmihalyi and William Damon) have developed is a definition and taxonomy of good work after a decade interviewing more than 1,200 professionals representing a variety of work environments. The questions are thought-provoking; the responses, profound. What constitutes responsible leadership—other than the concept of servant leadership? How can individuals determine alignment between personal and organizational ethics? What are the limits of responsibility, such as time and psychological boundaries? Just as many little-known as celebrated leaders and institutions are featured; the contributions of Max dePree of Herman Miller, Morehouse College in Atlanta, and Mary Skipper (founder of Tech Boston Academy) are described and integrated into the exploration of both responsibility and its opposite, irresponsibility. Of highest interest is the tool kit that the GoodWork Project has developed. Jacobs, Barbara "Gardner and his colleagues outline steps that can be taken to build a sense of responsibility and to take ownership for one's work and its wider impact." (District Administration, 07/08) Overall, this book represents a valuable contribution to the literature on understanding the meaning of work in our lives. (PsycCRITIQUES, 05/28/08) "The questions are thought-provoking; the responses, profound. Of highest interest is the tool kit that the GoodWork Project has developed." (Nonfiction Philosophy and Psychology) "The book is well researched and makes for interesting reading that administrators and teachers could all benefit from." (The School Administrator, 04/2008) "This book appeals to a wide audience as an array of informative and skillfully written

insights into the responsibilities, meaning, and ethics of work." (NACADA, 03/11/08) "Responsibility at work provides strategies for cultivating responsibility in those at work and those who may enter the profession." (Ad-Hoc-News, 10/17/2007) Gardner's book mentioned in an article - " my favorite chapter is 'Creativity and Responsibility'hellip;." (Daily Herald, 09/12/2007) ldquo;In this remarkable collection of essays, Gardner and his colleagues have given us an astonishing array of penetrating insights into the responsibilities, meaning, and ethics of work. Everyone, anyone, in any organization, can learn and profit from the wisdom in these pages.rdqo;mdash;Warren Bennis, Distinguished Professor of Business and University Professor at the University of Southern California and author of On Becoming a Leader nbsp;