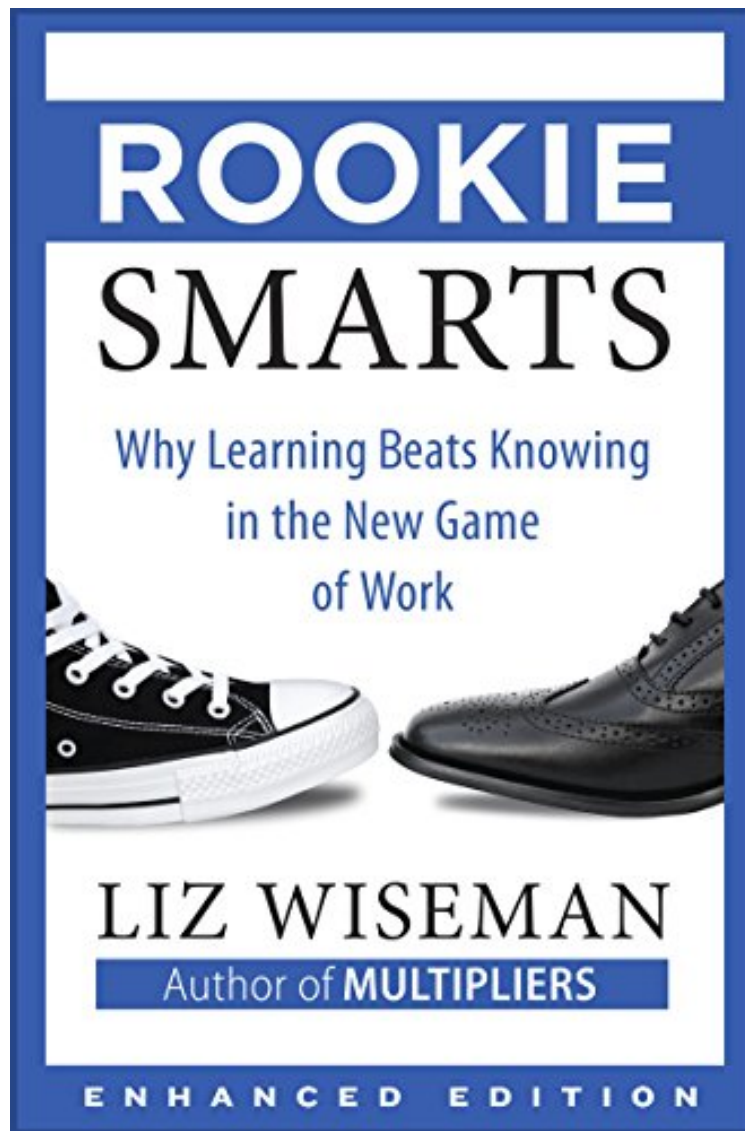


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Rookie Smarts (Enhanced Edition): Why Learning Beats Knowing in the New Game of Work

Liz Wiseman

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Liz Wiseman : Rookie Smarts (Enhanced Edition): Why Learning Beats Knowing in the New Game of Work before purchasing it in order to gauge whether or not it would be worth my time, and all praised Rookie Smarts (Enhanced Edition): Why Learning Beats Knowing in the New Game of Work:

2 of 2 people found the following review helpful. Reframe your meaning! By Thomas Tonkin I truly enjoy books like Rookie Smarts by Liz Wiseman because it provides the basis to reframe what are arguably common events in our life.

Speaking purely from a neuroscience perspective, we know that we give occurrences and experiences in our life meaning. These meanings are stored along with the events and provide a disposition for future similar events. Over a period of time, veterans have an accumulation of meaning from all of these events and bring them forward to their next task. These emotions and meanings are wrapped up so tightly that it is difficult to see the task at hand through all of our "baggage". As a rookie, we don't have all of this meaning and therefore can prosecute the task at hand and do the things we need to do and learn the things we need to learn to create success. For those of us that are looking for a spark in our every day life, Rookie Smarts gives us a new frame to pursue those endeavors, be at work or at home, in a new and refreshing way. Well done Liz. 1 of 1 people found the following review helpful. Rookie Smarts is a smart book for the naive and inexperienced. By kaa This book describes how not knowing how to do something can make you more creative and effective than someone who might be very experienced. I read it right when I began a new job and knew exactly what the author meant in stating that there is a distinct advantage to not being experienced and thinking that your way is the better way. It's a great book that I highly recommend. 1 of 1 people found the following review helpful. Great read for anyone entering uncharted territory. By KellyS The title first attracted me to this book. I have not read Ms. Wiseman's two other books but I plan to after reading Rookie Smarts. I felt like this book explained me and helped me see my previous experiences in a more appreciative light. I was never afraid to take a job where I had little knowledge in the specific industry because I knew I would work hard, listen to those with more experience and maintain a positive attitude. In fact, when I was 23 I moved almost 2,000 miles away from friends and family without a job lined up. I knew I would find a job because I wasn't afraid to work hard and I was a fast learner. It was the best experience of my life. Since then I have been a part of numerous teams working to accomplish a common goal. Most of the time, the goal had never been attempted before. I love the quote Ms. Wiseman shares in her book, "Some of the world's greatest feats were accomplished by people not smart enough to know they were impossible." -Doug Larson. I see other reviews about Ms. Wiseman glossing over the value of shared knowledge and that it's a two-way street. It is a two-way street but I think her main point is the "rookie" mindset is what is most important. I have seen many "veteran" employees refuse to consider new ideas simply because it was easier for them to continue doing things the way they'd been done for years. I highly recommend this book to anyone who is debating a career move because it will inspire you in so many ways.

Is it possible to be at your best even when you are underqualified or doing something for the first time? Is it still possible, even after decades of experience, to recapture the enthusiasm, curiosity, and fearlessness of youth to take on new challenges? With the right mindset—;with Rookie Smarts—;you can. This enhanced ebook features videos of the author. In a rapidly changing world, experience can be a curse. Careers stall, innovation stops, and strategies grow stale. Being new, naive, and even clueless can be an asset. For today's knowledge workers, constant learning is more valuable than mastery. In this essential guide, leadership expert Liz Wiseman explains how to reclaim and cultivate the curious, flexible, youthful mindset called Rookie Smarts. Wiseman reveals the different modes of the rookie mindset that lead to success: Backpacker: Unencumbered, rookies are more open to new possibilities, ready to explore new terrain, and don't get stuck in yesterday's best practices. Hunter-Gatherer: Rookies seek out experts and return with ideas and resources to address the challenges they face. Firewalker: Lacking situational confidence, rookies take small, calculated steps, moving fast and seeking feedback to stay on track. Pioneer: Keeping things simple and focusing on meeting core needs, rookies improvise and work tirelessly while pushing boundaries. Rookie Smarts addresses the questions every experienced professional faces: Will my knowledge and skills become obsolete and irrelevant? Will a young, inexperienced newcomer upend my company or me? How can I keep up? The answer is to stay fresh, keep learning, and know when to think like a rookie.

Given the author's experience it's no shock that she offers an exceptional guide to staying vital in the changing marketplace. . . . For readers who are struggling to catch up with changing business needs, this book is a must read. (Publishers Weekly) Wiseman masterfully shows why novices can outdo veterans, expertise blinds us to fresh ideas, and the brilliance of newbies remains untapped. With sage insights and fascinating examples, Rookie Smarts is a must-read. (Adam Grant, Wharton professor and bestselling author of Give and Take) Rookie Smarts gives you a practical roadmap to rediscovering the open, curious, creative mind inside you. If you want to be a learning machine, improving and growing every year, this is the book for you. (Laszlo Bock, SVP of People Operations, Google, Inc. and author of Work Rules!) Agility, resilience, grit, and a growth mindset—these are the skills effective leaders need in a changing world. In Rookie Smarts, Wiseman shows leaders at every age and at every stage of their careers how to master these skills (Dave Ulrich, Rensis Likert Professor of Business, University of Michigan Partner, the RBL Group) Wiseman's brilliant and unusually imaginative gem shows you how to keep learning and questioning even your most prized beliefs, how to avoid becoming a boring clone condemned to marching in lock-step with your equally dull colleagues, and how to build vibrant workplaces (Robert Sutton, Stanford Professor and co-author of Scaling Up Excellence) ;both a rich and rewarding read and a practical guide for individual leaders and for those responsible for developing talent in their organization. (Developing Leaders) From the

Back Cover Is it possible to be at your best even when you are underqualified or doing something for the first time? Is it still possible, even after decades of experience, to recapture the enthusiasm, curiosity, and fearlessness of youth to take on new challenges? With the right mindset—with Rookie Smarts—you can. In a rapidly changing world, experience can be a curse. Careers stall, innovation stops, and strategies grow stale. Being new, naive, and even clueless can be an asset. For today's knowledge workers, constant learning is more valuable than mastery. In this essential guide, leadership expert Liz Wiseman explains how to reclaim and cultivate the curious, flexible, youthful mindset called Rookie Smarts. Wiseman reveals the different modes of the rookie mindset that lead to success: Backpacker: Unencumbered, rookies are more open to new possibilities, ready to explore new terrain, and don't get stuck in yesterday's best practices. Hunter-Gatherer: Rookies seek out experts and return with ideas and resources to address the challenges they face. Firewalker: Lacking situational confidence, rookies take small, calculated steps, moving fast and seeking feedback to stay on track. Pioneer: Keeping things simple and focusing on meeting core needs, rookies improvise and work tirelessly while pushing boundaries. Rookie Smarts addresses the questions every experienced professional faces: Will my knowledge and skills become obsolete and irrelevant? Will a young, inexperienced newcomer upend my company or me? How can I keep up? The answer is to stay fresh, keep learning, and know when to think like a rookie.

About the Author Liz Wiseman is the president of The Wiseman Group, a leadership research and development center headquartered in Silicon Valley. She advises senior executives and leads strategy and leadership forums for executive teams worldwide. A former executive at Oracle Corporation, she worked as the vice president of Oracle University and for seventeen years as the global leader for human resource development. She holds a BS in business management and a master's in organizational behavior, each from Brigham Young University.