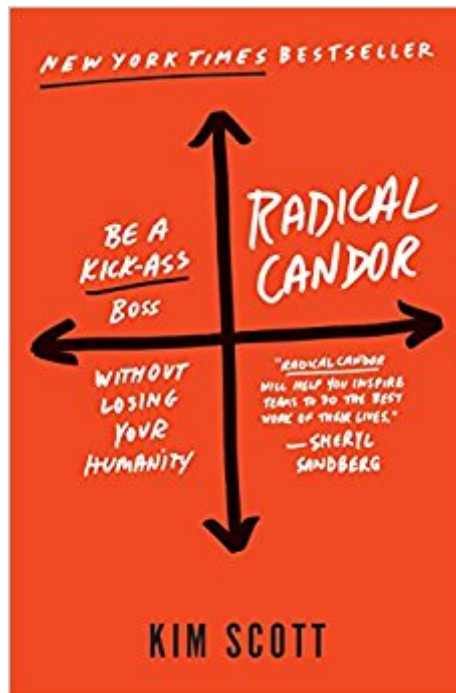




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# Radical Candor: Be A Kick-Ass Boss Without Losing Your Humanity



## Synopsis

Now a New York Times and Wall Street Journal bestseller "I raced through *Radical Candor*--it's thrilling to learn a framework that shows how to be both a better boss and a better colleague. *Radical Candor* is packed with illuminating truths, insightful advice, and practical suggestions, all illustrated with engaging (and often funny) stories from Kim Scott's own experiences at places like Apple, Google, and various start-ups. Indispensable." —Gretchen Rubin author of New York Times bestseller *The Happiness Project* "Reading *Radical Candor* will help you build, lead, and inspire teams to do the best work of their lives. Kim Scott's insights--based on her experience, keen observational intelligence and analysis--will help you be a better leader and create a more effective organization." —Sheryl Sandberg author of the New York Times bestseller *Lean In* "Kim Scott has a well-earned reputation as a kick-ass boss and a voice that CEOs take seriously. In this remarkable book, she draws on her extensive experience to provide clear and honest guidance on the fundamentals of leading others: how to give (and receive) feedback, how to make smart decisions, how to keep moving forward, and much more. If you manage people--whether it be 1 person or a 1,000--you need *Radical Candor*. Now." —Daniel Pink author of New York Times bestseller *Drive* From the time we learn to speak, we're told that if you don't have anything nice to say, don't say anything at all. When you become a manager, it's your job to say it--and your obligation. Author Kim Scott was an executive at Google and then at Apple, where she worked with a team to develop a class on how to be a good boss. She has earned growing fame in recent years with her vital new approach to effective management, *Radical Candor*. *Radical Candor* is a simple idea: to be a good boss, you have to Care Personally at the same time that you Challenge Directly. When you challenge without caring it's obnoxious aggression; when you care without challenging it's ruinous empathy. When you do neither it's manipulative insincerity. This simple framework can help you build better relationships at work, and fulfill your three key responsibilities as a leader: creating a culture of feedback (praise and criticism), building a cohesive team, and achieving results you're all proud of. *Radical Candor* offers a guide to those bewildered or exhausted by management, written for bosses and those who manage bosses. Taken from years of the author's experience, and distilled clearly giving actionable lessons to the reader; it shows managers how to be successful while retaining their humanity, finding meaning in their job, and creating an environment where people both love their work and their colleagues.

## Book Information

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## Customer Reviews

"Scott's experiences leading teams at Google and Apple led to this book, which espouses a workplace culture where leaders care deeply about their employees and challenge them to be their best selves." • Jeff Kinney, author of the bestselling Diary of a Wimpy Kid series, in the New York Times "I raced through RADICAL CANDOR's thrilling to learn a framework that shows how to be both a better boss and a better colleague. RADICAL CANDOR is packed with illuminating truths, insightful advice, and practical suggestions, all illustrated with engaging (and often funny) stories from Kim Scott's own experiences at places like Apple, Google, and various start-ups.

Indispensable." • Gretchen Rubin author of NYT bestseller THE HAPPINESS PROJECT "Reading Radical Candor will help you build, lead, and inspire teams to do the best work of their lives. Kim Scott's insights--based on her experience, keen observational intelligence and analysis--will help you be a better leader and create a more effective organization." • Sheryl Sandberg author of the NYT bestseller LEAN IN "Kim Scott has a well-earned reputation as a kick-ass boss and a voice that CEOs take seriously. In this remarkable book, she draws on her extensive experience to provide clear and honest guidance on the fundamentals of leading others: how to give (and receive) feedback, how to make smart decisions, how to keep moving forward, and much more. If you manage people--whether it be 1 person or a 1,000--you need RADICAL CANDOR. Now." • Daniel Pink author of NYT bestseller DRIVE "I read Kim's blog on Radical Candor and was immediately convinced that we needed to modify our culture. Being nice, was not nice at all. Not only does it hurt the company, but it also hurts the person who isn't receiving important feedback. We rolled out the Radical Candor framework at a 600-person company meeting six months ago. Despite having only

applied modest reinforcement to date, we are already seeing the benefits. People will often start a conversation with "In the spirit of radical candor..." I love that it has allowed us to grab onto that phrase to transition toward a radically candid company. I can't think of a better way to improve our culture and, most important, help our people improve and develop. Thank you Kim!" — Greg Schott, CEO of Mulesoft

"When I first heard Kim's presentation of Radical Candor, I was blown away. In a nicely compact 2x2 with just eight words, she perfectly summarized what I had known my whole career, but just didn't have the right way to say it. To me, Radical Candor was business poetry. Success in business is completely dependent on having the hard conversations and exposing the truth about what needs to happen in your organization. We all know how difficult those conversations can be and they are less effective if your team can't hear the message. Radical candor is about combining a desire to push the organization and achieve the vision while communicating in a way that lets your team know you care personally about them. I am so pleased when I hear an employee start a conversation, "In the vein of radical candor," as I know we will be speaking the truth and on a path to accomplishing great things." — Christa Quarles, CEO of Open Table

"With Radical Candor, Kim has bottled some of Google's magic and shared it with the world." — Shona Brown, former SVP Business Operations at Google

Talk. Just talk honestly and candidly. Yet in the workplace, direct conversations are events to be avoided at all costs. Ask any manager or employee. In response to this, former Googler, Apple-r, and jill-of-many-trades Scott has developed an ingeniously simple, practical practice routine that makes most of the performance issues in the employment world go away: radical candor... Her seven-step methodology — listen, clarify, debate, decide, persuade, execute, learn — is the tool by which bosses and employees get work done well. Plus it completely overcomes the paralysis and concerns during appraisal time. An amazing process that should work, when embraced and applied." — Booklist

Kim Scott is the author of *Radical Candor: How To Be a Kickass Boss without Losing your Humanity*, to be published by St Martin's Press in March 2017. Kim is also the co-founder of Candor, Inc., which builds tools to make it easier to follow the advice she offers in the book. She is also the author of three novels.

As a Googler and startup founder, everything Kim talks about resonates with me deeply. The approach to radical candor feedback, being truly transparent & balanced alongside caring for your team is the right modern approach to management. A great read for anyone considering starting a company or for managers everywhere.

It is amazing how simple the concept is, but how hard it is to fully grasp before finally breaking it down and doing it. I started by inviting candor and then coaching candidly and I have already experienced a positive impact. Care personally, coach candidly, and help people be their best.

I'm new to management and this book was incredibly helpful in providing modern advice that's useful and practical. I also loved how Kim utilized stories to get her points across that was very helpful from a visualization standpoint. Thanks

This was a game changer, it felt like Kim was talking to me directly. Great insight, relatable examples, and action items and next steps that are impactful. Even if you have been managing people for years, there are great take-aways here!

Book is a must-read for managers that want to create real relationships and get real results for their teams recommend for a new and old managers alike

Really wonderful book filled with interesting stories (examples of what--and what NOT--to do), and solid practical advice. Entertaining and educational. I highly recommend!

This is a great book for new managers like myself. It offers a different perspective on management and managing teams in contemporary companies. It clearly shows that Kim knows all the hardships of a new manager and gives some hands on advice which will GREATLY help during your first year as a manager.

This is the best book on leadership and management that I have read in a long time. Its about both. There are some great practical directions for managers to try. There are also a lot of principles of leadership that Kim Scott has learned, observed, and tried. If you lead people, you will probably get a lot better if you put half of what this book teaches into practice.

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