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**FROM GALLUP**

*Foreword by Jim Harter, Ph.D.*

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# First Break All The Rules

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## **First Break All The Rules:**

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First, Break All the Rules Marcus Buckingham, Curt Coffman, 2001 Great managers do not help people overcome their weaknesses They do not believe that each person has unlimited potential They do play favourites and they break the Golden Rule book everyday In this text company managers reveal revolutionary insights about successful managerial behaviour

**First Break All the Rules Summary** P. Cellier, 2016 Based on in depth interviews with more than 80 000 managers at all levels and in companies of all sizes Marcus Buckingham and Curt Coffman reveal in this summary what great managers do differently from ordinary managers to coax world class performance out of their workers Great managers routinely break all the rules They take the conventional wisdom about human nature and managing people and turn it upside down In this summary we will explore

which conventional wisdoms to ignore twelve questions that will help you assess whether your workplace is the kind of place that will attract and keep the best employees and the four keys for unlocking the potential of each and every one of your employees

First, Break All the Rules Marcus Buckingham, Curt Coffman, 2014-02-02 Gallup presents the remarkable findings of its revolutionary study of more than 80 000 managers in First Break All the Rules revealing what the world's greatest managers do differently With vital performance and career lessons and ideas for how to apply them it is a must read for managers at every level The greatest managers in the world seem to have little in common They differ in sex age and race They employ vastly different styles and focus on different goals Yet despite their differences great managers share one common trait They do not hesitate to break virtually every rule held sacred by conventional wisdom They do not believe that with enough training a person can achieve anything he sets his mind to They do not try to help people overcome their weaknesses They consistently disregard the golden rule And yes they even play favorites This amazing book explains why Gallup presents the remarkable findings of its massive in depth study of great managers across a wide variety of situations Some were in leadership positions Others were front line supervisors Some were in Fortune 500 companies others were key players in small entrepreneurial companies Whatever their situations the managers who ultimately became the focus of Gallup's research were invariably those who excelled at turning each employee's talent into performance In today's tight labor markets companies compete to find and keep the best employees using pay benefits promotions and training But these well intentioned efforts often miss the mark The front line manager is the key to attracting and retaining talented employees No matter how generous its pay or how renowned its training the company that lacks great front line managers will suffer The authors explain how the best managers select an employee for talent rather than for skills or experience how they set expectations for him or her they define the right outcomes rather than the right steps how they motivate people they build on each person's unique strengths rather than trying to fix his weaknesses and finally how great managers develop people they find the right fit for each person not the next rung on the ladder And perhaps most important this research which initially generated thousands of different survey questions on the subject of employee opinion finally produced the twelve simple questions that work to distinguish the strongest departments of a company from all the rest This book is the first to present this essential measuring stick and to prove the link between employee opinions and productivity profit customer satisfaction and the rate of turnover There are vital performance and career lessons here for managers at every level and best of all the book shows you how to apply them to your own situation

Marcus Buckingham's First Break All the Rules Ant Hive Media, 2016-04-10 This is a Summary of Marcus Buckingham's First Break All the Rules What the World's Greatest Managers Do Differently Presenting remarkable findings of its revolutionary study of more than 80 000 managers in First Break All the Rules revealing what the world's greatest managers do differently With vital performance and career lessons and ideas for how to apply them it is a must read for managers at every level The greatest managers in the world seem to have little in

common They differ in sex age and race They employ vastly different styles and focus on different goals Yet despite their differences great managers share one common trait They do not hesitate to break virtually every rule held sacred by conventional wisdom They do not believe that with enough training a person can achieve anything he sets his mind to They do not try to help people overcome their weaknesses They consistently disregard the golden rule And yes they even play favorites This amazing book explains why Gallup presents the remarkable findings of its massive in depth study of great managers across a wide variety of situations Some were in leadership positions Others were front line supervisors Some were in Fortune 500 companies others were key players in small entrepreneurial companies Whatever their situations the managers who ultimately became the focus of Gallup s research were invariably those who excelled at turning each employee s talent into performance In today s tight labor markets companies compete to find and keep the best employees using pay benefits promotions and training But these well intentioned efforts often miss the mark The front line manager is the key to attracting and retaining talented employees No matter how generous its pay or how renowned its training the company that lacks great front line managers will suffer The authors explain how the best managers select an employee for talent rather than for skills or experience how they set expectations for him or her they define the right outcomes rather than the right steps how they motivate people they build on each person s unique strengths rather than trying to fix his weaknesses and finally how great managers develop people they find the right fit for each person not the next rung on the ladder And perhaps most important this research which initially generated thousands of different survey questions on the subject of employee opinion finally produced the twelve simple questions that work to distinguish the strongest departments of a company from all the rest This book is the first to present this essential measuring stick and to prove the link between employee opinions and productivity profit customer satisfaction and the rate of turnover There are vital performance and career lessons here for managers at every level and best of all the book shows you how to apply them to your own situation Available in a variety of formats this summary is aimed for those who want to capture the gist of the book but don t have the current time to devour all 278 pages You get the main summary along with all of the benefits and lessons the actual book has to offer This summary is intended to be used with reference to the original book

**Marcus Buckingham's First Break All the Rules** ,2016 This is a Summary of Marcus Buckingham s First Break All the Rules What the World s Greatest Managers Do

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Audio,2025-10-25 In First Break All the Rules Gallup presents the remarkable findings of its groundbreaking study on the world s greatest managers revealing what sets them apart from the rest Based on an in depth analysis of over 80 000 managers the book explores how exceptional managers regardless of their backgrounds or the industries they work in share certain traits that defy conventional wisdom These managers break the traditional rules of leadership making bold decisions that focus on maximizing each individual employee s strengths rather than trying to fix their weaknesses One of the most surprising insights from Gallup s research is that great managers do not believe that with enough training anyone can achieve anything Instead they select employees based on talent rather than experience or skills recognizing that the key to success is aligning each person s unique abilities with their role They set clear expectations foster an environment where individual talents thrive and create an atmosphere where employees are motivated to perform at their best The book also

introduces 12 key statements that distinguish high performing departments from others Gallup's research connects these employee opinions to crucial outcomes like productivity profitability customer satisfaction and employee retention Managers who apply these principles are more likely to create productive teams and reduce turnover leading to greater overall success This book is an invaluable resource for managers at every level providing practical strategies and career lessons on how to create high performance teams With updated research and the inclusion of the CliftonStrengths assessment First Break All the Rules offers actionable insights on how to break the traditional rules of management and achieve exceptional results It is a must read for anyone looking to refine their leadership approach and harness the full potential of their team **Summary**

**of Jim Harter's First, Break All the Rules** Everest Media,2022-04-04T22:59:00Z Please note This is a companion version not the original book Sample Book Insights 1 The loss of the British fleet in 1707 was caused by the inability to measure something that was already critical to their success longitude The same is true in today's business world companies cannot find and keep talented employees if they don't have an accurate way to measure their ability to do so 2 Institutional investors like the Council of Institutional Investors and the California Public Employees Retirement System are demanding a simple and accurate measuring stick that can tell them how well one company or one manager is doing compared with others 3 The demand for a simple and accurate measuring stick for comparing the strength of different workplaces is growing The Gallup Organization set out to build one 4 A strong vibrant workplace looks like the Lankford Sysco facility in Pocomoke Maryland The company has single digit turnover absenteeism is at an all company low and shrinkage is virtually nonexistent

*Extended Summary - First, Break All The Rules - What The World's Greatest Managers Do Differently - Based On The Book By Marcus Buckingham* Mentors Library,2023-12-15 EXTENDED SUMMARY FIRST BREAK ALL THE RULES WHAT THE WORLD'S GREATEST MANAGERS DO DIFFERENTLY BASED ON THE BOOK BY MARCUS BUCKINGHAM Are you ready to boost your knowledge about FIRST BREAK ALL THE RULES Do you want to quickly and concisely learn the key lessons of this book Are you ready to process the information of an entire book in just one reading of approximately 20 minutes Would you like to have a deeper understanding of the techniques and exercises in the original book Then this book is for you BOOK CONTENT Introduction The Power of Unconventional Leadership The Four Key Questions for Exceptional Managers Defying Convention Breaking All the Rules Discovering the Talents of Your Team Setting Clear Expectations The Art of Defining Roles Focusing on Strengths Not Weaknesses The Myth of Well Roundedness Embracing Individuality Great Managers Are Coaches Not Bosses Building Strong Relationships The Heart of Effective Management Recognizing and Rewarding Excellence Providing the Tools and Resources for Success Creating a Culture of Feedback and Development Hiring for Talent The Critical Role of Selection The Manager's Role in Employee Engagement Sustaining High Performance Lessons from Exceptional Managers

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