

DON CLIFTON

Father of Strengths Psychology and Inventor of CliftonStrengths*

FIRST, BREAK ALL THE RULES

WHAT THE WORLD'S GREATEST MANAGERS DO DIFFERENTLY

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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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 Break All the Rules Donald O. Clifton, 2016 First, Break All the Rules ,2017 First. Break All the Rules Marcus Buckingham, 2014 The world's greatest managers differ in sex age and race They employ different styles and focus on different goals Despite their differences great managers share one trait They break virtually every rule conventional wisdom holds sacred They don t believe that with enough training a person can achieve anything he sets his mind to They don t try to help people overcome their weaknesses They disregard the golden rule They even play favorites Gallup presents the remarkable findings of its massive in depth study of great managers those who excelled at turning each employee s talent

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