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# Read Online Hiring For Attitude A Revolutionary Approach To Recruiting And Selecting People With Both Tremendous Skills Superb Mark Murphy

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## KEY=SELECTING - DIAZ JAQUAN

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### HIRING FOR ATTITUDE: A REVOLUTIONARY APPROACH TO RECRUITING AND SELECTING PEOPLE WITH BOTH TREMENDOUS SKILLS AND SUPERB ATTITUDE

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McGraw Hill Professional **Build a high-performance workforce by abandoning skills-based hiring practices and focusing on employee attitude** Hiring for Attitude offers a groundbreaking approach to recruiting, assessing, and selecting people with both tremendous skills but, more importantly, an attitude that aligns with the organization's culture. Murphy cites his own company's research and examines recent scientific studies about the practical effects a person's attitude has on the outcome of his or her job performance. Clear and practical lessons are illuminated by numerous case studies of organizations like Microchip, Southwest Airlines, and The Ritz-Carlton.

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### HIRING FOR ATTITUDE: A REVOLUTIONARY APPROACH TO RECRUITING AND SELECTING PEOPLE WITH BOTH TREMENDOUS SKILLS AND SUPERB ATTITUDE

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McGraw-Hill Education **Common hiring practices are destined for failure—here's how to hire the right people and build a company culture designed for long-term success** In a recent groundbreaking study, the training firm Leadership IQ found that 46 percent of all new hires fail within their first 18 months. But here's the real shocker: 89 percent fail for attitudinal reasons—not skills. Most hiring managers are getting it wrong. Of course skills are important, but a particular skill set is about the easiest thing to test in an interview. Although much harder to recognize, attitude should be your number-one focus during the hiring process. Don't suffer from poor chemistry—even one employee with the wrong attitude could cause years of suffering for your other employees and customers. Whether you're hiring new employees, choosing existing employees for a new team, or upgrading your current talent pool, you need people with the right attitude! Attitude is what makes employees give 100 percent effort and turns customers into raving fans. Attitude sets your company apart from the competition. In *Hiring for Attitude*, top leadership strategist Mark Murphy shows you: The five biggest reasons why new hires fail Two quick and easy tests to discover the attitudinal characteristics that you need for your unique culture The five-part interview question that gets candidates to reveal the truth about what their last boss really thinks of them Where great companies really find their best candidates The six words most interviewers add to the end of behavioral interview questions that destroy their effectiveness *Hiring for Attitude* includes case studies from Microchip, Southwest Airlines, The Ritz-Carlton, Google, and other companies that drive great results by hiring for attitude. Whether your company is small or big, highly social or hyper-competitive, flat or hierarchical, every person on your payroll has to fit your culture. You can't afford to hire blind. You need to be *Hiring for Attitude*.

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## MOTIVATION-BASED INTERVIEWING

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### A REVOLUTIONARY APPROACH TO HIRING THE BEST

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**Stop Asking the Wrong Interview Questions and Start Hiring High Performers.** The candidate seemed to have it all--a great resume, the perfect skills and confident responses to all of your interview questions. You had a good feeling about this one. Finally, a high performer--that terrific hire who undoubtedly would produce extraordinary results. But that's not how it turned out, was it? Here's a little secret: Before you can hire a high performer, you have to correctly identify a high performer. And to identify a high performer you have to ask effective interview question... and know how to evaluate the answers. Hiring the best requires more than just assessing a candidate's skill. Interviewers must also determine the candidate's attitude toward overcoming obstacles and how passionate they are about achieving your goals--both proven predictors of future success. Hiring expert and popular keynote speaker Carol Quinn provides a complete guide for accurately and reliably assessing skill, attitude, and passion, so you can expose the incremental differences that separate the pretenders from the genuine high performers. Once you discover the power of

Motivation-based Interviewing, you'll never conduct an interview any other way!

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## **SUMMARY - HIRING FOR ATTITUDE: A REVOLUTIONARY APPROACH TO RECRUITING AND SELECTING PEOPLE WITH BOTH TREMENDOUS SKILLS AND SUPERB ATTITUDE BY MARK MURPHY**

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Shortcut Edition \* Our summary is short, simple and pragmatic. It allows you to have the essential ideas of a big book in less than 30 minutes. By reading this summary, you will discover that a good collaborator is someone who, beyond being competent, has an attitude that coincides with your corporate culture. You will also discover that : a person can be competent, but unsuitable for your work environment; problems of maladjustment and motivation are the first causes of failure in hiring ; traditional recruiting methods must be reviewed, as they do not allow for the recruitment of real talent; to attract talented people, you need to show them what makes your company a unique place to work. Until now, companies have been recruiting by focusing on the skills of the candidates. These are obviously important, but they do not guarantee employee performance. Indeed, who would want to work with someone who is expert in his or her field, but unpleasant, selfish and stubborn? Mark Murphy discovered that the majority of hiring errors were due to relationship problems: difficulties adapting, listening or lack of motivation. To remedy this, he suggests that you think about recruitment differently, that you value the attitude of the person in the workplace. Don't recruit an impersonal CV anymore, choose the right person for you! \*Buy now the summary of this book for the modest price of a cup of coffee!

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## **CHIRUNNING**

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### **A REVOLUTIONARY APPROACH TO EFFORTLESS, INJURY-FREE RUNNING**

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Simon and Schuster The revised edition of the bestselling ChiRunning, a groundbreaking program from ultra-marathoner and nationally-known coach Danny Dreyer, that teaches you how to run faster and farther with less effort, and to prevent and heal injuries for runners of any age or fitness level. In ChiRunning, Danny and Katherine Dreyer, well-known walking and running coaches, provide powerful insight that transforms running from a high-injury sport to a body-friendly, injury-free fitness phenomenon. ChiRunning employs the deep power reserves in the core muscles, an approach found in disciplines such as yoga, Pilates, and T'ai Chi. ChiRunning enables you to develop a personalized exercise program by blending running with the powerful mind-body principles of T'ai Chi: 1. Get aligned. Develop great posture and reduce your potential for injury while running, and make knee pain and shin splints a thing of the past. 2. Engage your core. Shift the workload from your leg muscles to your core muscles, for efficiency and speed. 3. Add relaxation to your running. Learn to focus your mind and relax your body to increase speed and distance. 4. Make it a Mindful Practice. Maintain high performance and make running a mindful, enjoyable life-long practice. 5. It's easy to learn. Transform your running with the ten-step ChiRunning training program.

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## **HUNDRED PERCENTERS: CHALLENGE YOUR EMPLOYEES TO GIVE IT THEIR ALL, AND THEY'LL GIVE YOU EVEN MORE**

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McGraw Hill Professional Push employees to their full potential with "tough love" leadership! "Provides the tools managers need to take 'average' employees and create a culture of accountable, fully engaged people. Managers will learn to recognize their leadership style and understand how they, too, can become Hundred Percenters." Laura Christiansen, Vice President Human Resources, VTech Communications, Inc. "Heavily-researched and loaded with tools and examples, this book shows you how to challenge your employees to achieve the kind of extraordinary results and innovations that every CEO dreams about. Every leader needs to read this book!" Ned Fitch, CEO, Kalahari Tea "Murphy finds that most workplaces are brimming with untapped talent. Only it's suppressed by goal-setting that discourages big ideas and leaders who focus on happiness rather than greatness." Training Magazine We've all heard the saying that a happy employee is a motivated employee. But what if that's not true? Leadership IQ CEO Mark Murphy says the "happy employee" philosophy doesn't work. A study of more than 500,000 leaders and employees shows that despite the billions of dollars organizations spend to satisfy and engage workers, 72% of employees admit they're still not giving their best effort at work. Rather, it's leaders who focus on making their people great—not happy—who inspire Hundred Percenter performance. If you talk to the employees behind today's great innovations, you're unlikely to hear, "I was inspired by a boss who coddles me." Instead you'd probably hear, "My boss challenges me and pushes me past my limits." Most workplaces are brimming with untapped talent— only it's suppressed by leaders who fail to connect with and challenge employees to unleash their true potential. Here are just a few of the big ideas in Hundred Percenters: The harder the goals you set, the better your employees will perform You should never use a Compliment Sandwich to deliver feedback Talented Terrors—people with great skills and a bad attitude—can destroy your company culture Before you can start motivating Hundred Percenters, you have to stop demotivating them You should never ask your employees if they're "satisfied" This groundbreaking book debunks management fads that don't apply to today's workplace and provides the facts, theories, and direction you need to become a 100% Leader. Apply Murphy's leadership lessons and you'll see innovation, productivity, and profits soar, while employee turnover rates plummet. Hundred Percenters will bring out the best in your workforce.

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## **WHO**

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### **THE A METHOD FOR HIRING**

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Random House Digital, Inc. A manager's guide to hiring the right employees introduces the practical and effective A

Method for Hiring, which draws on the expertise of hundreds of high-level executives to present a simple, easy-to-follow program to guarantee hiring success. 50,000 first printing.

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## **REVOLUTIONARY RECRUITING**

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### **HOW THE FAREMOUTH METHOD HELPS JOB SEEKERS, RECRUITERS AND BUSINESSES LEARN TO MATCH PEOPLE WITH THEIR PASSIONS**

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Revolutionary recruiting is a handbook for recruiters, employers, and job seekers ready to try a new, innovative method for matching the whole individual to the job. The faremouth method, developed over thirty years, will teach you how to evaluate, interview, and assess a candidate's interests, passions, and skills, alongside their qualifications and experience, to create placements that will stand the test of time. In this challenging economic era, it's more important than ever to hire people, not just resumes, and make the matches that really count -- Back cover.

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## **THE POWER OF RECEIVING**

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### **A REVOLUTIONARY APPROACH TO GIVING YOURSELF THE LIFE YOU WANT AND DESERVE**

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**Penguin** Once in a blue moon an idea comes along that once heard seems so obvious that you wonder why somebody hasn't written about it before. Amanda Owen's *The Power of Receiving: A Revolutionary Approach to Giving Yourself the Life You Want and Deserve* presents a new paradigm for the 21st century—a philosophy that values receiving as much as giving and demonstrates that giving is enhanced when receiving is embraced. With the formula: Believe + Receive = Achieve, *The Power of Receiving* presents a wholly original yet easily accessible road map for people to follow, showing readers how to restore balance to their over-extended lives and attract the life they desire and deserve. Inspiring stories are featured about people who have experienced life-altering results after becoming skilled Receivers, including Ken who regained his hearing after a devastating hearing-loss, Julie who met the man she would later marry, and Don who received an extra \$1,000 a month in his pay check. Based on over twenty years of research into the nature of receptivity and its link to manifestation, *The Power of Receiving* offers a unique vision for anyone seeking to create greater reciprocity in their relationships and more harmony and abundance in their lives.

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## **THE BEST TEAM WINS**

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### **BUILD YOUR BUSINESS THROUGH PREDICTIVE HIRING**

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**Greenleaf Book Group** *Reduce Hiring Risks and Predict Success New Mindset*. In *The Best Team Wins*, author Adam Robinson gives you a proven, straightforward, and effective method for hiring new employees. He teaches you how to rethink the process of finding, assessing, and hiring the right people. *New Methods*. Robinson, a recruiting professional with over twenty years experience, shows you how to— •Use a Data-Driven Job Profile to Assess Candidate Risk •Build a Candidate Scorecard •Rate the Candidate's Core Competencies •Ask the Right Questions to Dig Deeper in Interviews •Craft an Offer the Candidate Can't Refuse Better Results. By following Robinson's in-depth process, you can eliminate guesswork and focus on building a team that will bring value to your company's culture and bottom line.

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## **GIVE AND TAKE**

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### **WHY HELPING OTHERS DRIVES OUR SUCCESS**

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**Penguin** A groundbreaking look at why our interactions with others hold the key to success, from the bestselling author of *Think Again* and *Originals* For generations, we have focused on the individual drivers of success: passion, hard work, talent, and luck. But in today's dramatically reconfigured world, success is increasingly dependent on how we interact with others. In *Give and Take*, Adam Grant, an award-winning researcher and Wharton's highest-rated professor, examines the surprising forces that shape why some people rise to the top of the success ladder while others sink to the bottom. Praised by social scientists, business theorists, and corporate leaders, *Give and Take* opens up an approach to work, interactions, and productivity that is nothing short of revolutionary.

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## **SCRUM**

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### **THE ART OF DOING TWICE THE WORK IN HALF THE TIME**

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**Currency** For those who believe that there must be a more agile and efficient way for people to get things done, here is a brilliantly discursive, thought-provoking book about the leadership and management process that is changing the way we live. In the future, historians may look back on human progress and draw a sharp line designating "before Scrum" and "after Scrum." Scrum is that ground-breaking. It already drives most of the world's top technology companies. And now it's starting to spread to every domain where leaders wrestle with complex projects. If you've ever been startled by how fast the world is changing, Scrum is one of the reasons why. Productivity gains of as much as 1200% have been recorded, and there's no more lucid - or compelling - explainer of Scrum and its bright promise than Jeff Sutherland, the man who put together the first Scrum team more than twenty years ago. The thorny problem Jeff began tackling back then boils down to this: people are spectacularly bad at doing things with agility and efficiency. Best laid plans go up in smoke. Teams often work at cross purposes to each other. And when the pressure rises, unhappiness soars. Drawing on his experience as a West Point-educated fighter pilot, biometrics expert, early innovator of ATM technology, and V.P. of engineering or CTO at eleven different technology companies, Jeff began

challenging those dysfunctional realities, looking for solutions that would have global impact. In this book you'll journey to Scrum's front lines where Jeff's system of deep accountability, team interaction, and constant iterative improvement is, among other feats, bringing the FBI into the 21st century, perfecting the design of an affordable 140 mile per hour/100 mile per gallon car, helping NPR report fast-moving action in the Middle East, changing the way pharmacists interact with patients, reducing poverty in the Third World, and even helping people plan their weddings and accomplish weekend chores. Woven with insights from martial arts, judicial decision making, advanced aerial combat, robotics, and many other disciplines, Scrum is consistently riveting. But the most important reason to read this book is that it may just help you achieve what others consider unachievable - whether it be inventing a trailblazing technology, devising a new system of education, pioneering a way to feed the hungry, or, closer to home, a building a foundation for your family to thrive and prosper.

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## **THE CATHEDRAL & THE BAZAAR**

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### **MUSINGS ON LINUX AND OPEN SOURCE BY AN ACCIDENTAL REVOLUTIONARY**

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"O'Reilly Media, Inc." Open source provides the competitive advantage in the Internet Age. According to the August Forrester Report, 56 percent of IT managers interviewed at Global 2,500 companies are already using some type of open source software in their infrastructure and another 6 percent will install it in the next two years. This revolutionary model for collaborative software development is being embraced and studied by many of the biggest players in the high-tech industry, from Sun Microsystems to IBM to Intel. The Cathedral & the Bazaar is a must for anyone who cares about the future of the computer industry or the dynamics of the information economy. Already, billions of dollars have been made and lost based on the ideas in this book. Its conclusions will be studied, debated, and implemented for years to come. According to Bob Young, "This is Eric Raymond's great contribution to the success of the open source revolution, to the adoption of Linux-based operating systems, and to the success of open source users and the companies that supply them." The interest in open source software development has grown enormously in the past year. This revised and expanded paperback edition includes new material on open source developments in 1999 and 2000. Raymond's clear and effective writing style accurately describing the benefits of open source software has been key to its success. With major vendors creating acceptance for open source within companies, independent vendors will become the open source story in 2001.

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## **THE 10X RULE**

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### **THE ONLY DIFFERENCE BETWEEN SUCCESS AND FAILURE**

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John Wiley & Sons Achieve "Massive Action" results and accomplish your business dreams! While most people operate with only three degrees of action-no action, retreat, or normal action-if you're after big goals, you don't want to settle for the ordinary. To reach the next level, you must understand the coveted 4th degree of action. This 4th degree, also known as the 10 X Rule, is that level of action that guarantees companies and individuals realize their goals and dreams. The 10 X Rule unveils the principle of "Massive Action," allowing you to blast through business clichés and risk-aversion while taking concrete steps to reach your dreams. It also demonstrates why people get stuck in the first three actions and how to move into making the 10X Rule a discipline. Find out exactly where to start, what to do, and how to follow up each action you take with more action to achieve Massive Action results. Learn the "Estimation of Effort" calculation to ensure you exceed your targets Make the Fourth Degree a way of life and defy mediocrity Discover the time management myth Get the exact reasons why people fail and others succeed Know the exact formula to solve problems Extreme success is by definition outside the realm of normal action. Instead of behaving like everybody else and settling for average results, take Massive Action with The 10 X Rule, remove luck and chance from your business equation, and lock in massive success.

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## **F\*CK YOUR RESUME**

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### **THE REVOLUTIONARY GUIDE TO GETTING HIRED IN THE DIGITAL AGE**

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Sonoma Press "F\*ck Your Resume is the complete all-in-one-guide to move beyond the traditional resume-for-hire system and use the Internet to optimize one's chances of finding and landing the job. According to Jeremy Dillahunt, the Internet is just not just one way to find a job-- it is the only way"--Excerpt from Amazon.com.

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## **FREE BIRD**

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### **A REVOLUTIONARY APPROACH TO TRUE FREEDOM. APPLY THE LAW OF SUCCESS, OVERCOME OBSTACLES TO HAPPINESS, AND LIVE A LIFE THAT MATTERS.**

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Independently Published Discover the path to true freedom and embrace who you were meant to be. Do you often feel lost or stuck in life? Are you tired of living on automatic and wish to take control over your life? Are you searching for a profound way to redefine your view of the world and your place in it? Do you want to uncover practical methods for tapping into your subconscious mind and gaining a deeper understanding of your emotions, desires, and the truth behind freedom? Then this book is for you. Exploring the fundamental questions behind happiness, freedom and fulfillment, this illuminating guide takes you on a journey into reality, examining the nature behind love, success, death, awakening, and God. Inside, you'll join certified Life Coach Srdjan Jakovljevic as he unveils a unique path to freedom, sharing timeless wisdom and essential insights which you can begin applying to your own life. Built on three

key visions stemming from intense meditation and personal reflection, *Free Bird* helps you on the path to self-growth: visions of blockages to freedom, love and happiness. It lets you benefit from fundamental insights as you develop a better understanding of yourself, your emotional maturity, and how to make peace with the people around us. Here's just a little of what you'll discover inside: Examining The Nature of Awakening and What God Really Is Breaking Down The Law of Attraction and The Subconscious Mind The Surprising Reasons Behind Suffering - and Why It's All an Illusion How To Cultivate a Happier Life Through an Understanding of Love, Joy, and Other People A Powerful Look at Making Peace With Death And Much More... No matter your age or background, these profound lessons will help readers from all walks of life to create their ideal selves. If you've always been searching for a way to build your dream future, or if you want to gain a deeper understanding of the universe around you, then *Free Bird* provides you with a roadmap to true freedom. Ready to embark on your journey to happiness? Then scroll up and grab your copy today!

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## JUST FOR FUN

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### THE STORY OF AN ACCIDENTAL REVOLUTIONARY

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[Harper Collins](#) Once upon a time Linus Torvalds was a skinny unknown, just another nerdy Helsinki techie who had been fooling around with computers since childhood. Then he wrote a groundbreaking operating system and distributed it via the Internet -- for free. Today Torvalds is an international folk hero. And his creation LINUX is used by over 12 million people as well as by companies such as IBM. Now, in a narrative that zips along with the speed of e-mail, Torvalds gives a history of his renegade software while candidly revealing the quirky mind of a genius. The result is an engrossing portrayal of a man with a revolutionary vision, who challenges our values and may change our world.

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### THE TELOMERE EFFECT

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#### A REVOLUTIONARY APPROACH TO LIVING YOUNGER, HEALTHIER, LONGER

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[Grand Central Publishing](#) **NEW YORK TIMES BESTSELLER** The revolutionary book coauthored by the Nobel Prize winner who discovered telomerase and telomeres' role in the aging process and the health psychologist who has done original research into how specific lifestyle and psychological habits can protect telomeres, slowing disease and improving life. Have you wondered why some sixty-year-olds look and feel like forty-year-olds and why some forty-year-olds look and feel like sixty-year-olds? While many factors contribute to aging and illness, Dr. Elizabeth Blackburn discovered a biological indicator called telomerase, the enzyme that replenishes telomeres, which protect our genetic heritage. Dr. Blackburn and Dr. Elissa Epel's research shows that the length and health of one's telomeres are a biological underpinning of the long-hypothesized mind-body connection. They and other scientists have found that changes we can make to our daily habits can protect our telomeres and increase our health spans (the number of years we remain healthy, active, and disease-free). **THE TELOMERE EFFECT** reveals how Blackburn and Epel's findings, together with research from colleagues around the world, cumulatively show that sleep quality, exercise, aspects of diet, and even certain chemicals profoundly affect our telomeres, and that chronic stress, negative thoughts, strained relationships, and even the wrong neighborhoods can eat away at them. Drawing from this scientific body of knowledge, they share lists of foods and suggest amounts and types of exercise that are healthy for our telomeres, mind tricks you can use to protect yourself from stress, and information about how to protect your children against developing shorter telomeres, from pregnancy through adolescence. And they describe how we can improve our health spans at the community level, with neighborhoods characterized by trust, green spaces, and safe streets. **THE TELOMERE EFFECT** will make you reassess how you live your life on a day-to-day basis. It is the first book to explain how we age at a cellular level and how we can make simple changes to keep our chromosomes and cells healthy, allowing us to stay disease-free longer and live more vital and meaningful lives.

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### A GENTLEMAN IN MOSCOW

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#### A NOVEL

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[Penguin](#) The mega-bestseller with more than 2 million readers, soon to be a Showtime/Paramount series starring Ewan McGregor as Count Alexander Rostov From the #1 New York Times-bestselling author of *The Lincoln Highway* and *Rules of Civility*, a beautifully transporting novel about a man who is ordered to spend the rest of his life inside a luxury hotel In 1922, Count Alexander Rostov is deemed an unrepentant aristocrat by a Bolshevik tribunal, and is sentenced to house arrest in the Metropol, a grand hotel across the street from the Kremlin. Rostov, an indomitable man of erudition and wit, has never worked a day in his life, and must now live in an attic room while some of the most tumultuous decades in Russian history are unfolding outside the hotel's doors. Unexpectedly, his reduced circumstances provide him entry into a much larger world of emotional discovery. Brimming with humor, a glittering cast of characters, and one beautifully rendered scene after another, this singular novel casts a spell as it relates the count's endeavor to gain a deeper understanding of what it means to be a man of purpose.

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### ORIENTALISM

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[Vintage](#) More than three decades after its first publication, Edward Said's groundbreaking critique of the West's historical, cultural, and political perceptions of the East has become a modern classic. In this wide-ranging, intellectually vigorous study, Said traces the origins of "orientalism" to the centuries-long period during which Europe dominated the Middle and Near East and, from its position of power, defined "the orient" simply as "other than" the occident. This entrenched view continues to dominate western ideas and, because it does not allow the East to

represent itself, prevents true understanding. Essential, and still eye-opening, *Orientalism* remains one of the most important books written about our divided world.

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## **FAHRENHEIT 451**

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### **A NOVEL**

Simon and Schuster **A totalitarian regime has ordered all books to be destroyed, but one of the book burners suddenly realizes their merit.**

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## **TOTAL IMMERSION**

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### **THE REVOLUTIONARY WAY TO SWIM BETTER, FASTER, AND EASIER**

Simon and Schuster **Swim better—and enjoy every lap—with Total Immersion, a guide to improving your swimming from an expert with more than thirty years of experience in the water. Terry Laughlin, the world’s #1 authority on swimming success, has made his unique approach even easier for anyone to master. Whether you’re an accomplished swimmer or have always found swimming to be a struggle, Total Immersion will show you that it’s mindful fluid movement—not athletic ability—that will turn you into an efficient swimmer. This new edition of the bestselling Total Immersion features:**

- A thoughtfully choreographed series of skill drills—practiced in the mindful spirit of yoga—that can help anyone swim more enjoyably
- A holistic approach to becoming one with the water and to developing a swimming style that’s always comfortable
- Simple but thorough guidance on how to improve fitness and form
- A complementary land-and-water program for achieving a strong and supple body at any age

Based on more than thirty years of teaching, coaching, and research, Total Immersion has dramatically improved the physical and mental experience of swimming for thousands of people of all ages and abilities.

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## **THE HEALTHY ORGANIZATION**

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### **A REVOLUTIONARY APPROACH TO PEOPLE & MANAGEMENT**

Kogan Page Publishers **Praise and Reviews "Rarely does a management book encompass such well researched and tested new ideas coupled with sound advice for management." - Management Services "Very readable, coherent and articulate." - The Times Higher Education Supplement "This book is an excellent, pragmatic framework for organizational development." - Training Journal** Despite the huge volume of research on organizational design, ranging from the work of management gurus and journalists to that of sociologists and behavioural scientists, most organizations remain profoundly unhealthy. In this fully updated second edition of his groundbreaking book, Brian Dive reveals that the unhealthy features of both large and small organizations all stem from the same source, namely the lack of true decision-making accountability (DMA), and he introduces a totally new approach to leadership development. Based on the author's experience at Unilever and Tesco, and more recently at Amersham, B&Q and Marks & Spencer, and covering research in over 50 countries, *The Healthy Organization* answers the recurring questions that dog an organization's development: How many people should there be in this organization? How many layers of hierarchy are necessary? What are the most effective professional development steps for employees? What career paths should individuals follow to reach fulfilment? By following the steps outlined in the book, Brian Dive reveals that healthy organizational management will lead to greater competitiveness, spark innovation and increase employee empowerment and commitment.

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## **DEMOCRACY AND EDUCATION**

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### **AN INTRODUCTION TO THE PHILOSOPHY OF EDUCATION,**

John Dewey's *Democracy and Education* addresses the challenge of providing quality public education in a democratic society. In this classic work Dewey calls for the complete renewal of public education, arguing for the fusion of vocational and contemplative studies in education and for the necessity of universal education for the advancement of self and society. First published in 1916, *Democracy and Education* is regarded as the seminal work on public education by one of the most important scholars of the century.

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## **DEVELOPING THE LEADER WITHIN YOU**

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Thomas Nelson **Developing the Leader Within You is Dr. Maxwell’s first and most enduring leadership book, having sold more than one million copies. In this Christian Leaders Series edition of this Maxwell classic, you will discover the biblical foundation for leadership that John Maxwell has used as a pastor and business leader for more than forty years. These same principles and practices are available for everyday leaders in every walk of life. It is a lofty calling to lead a group—a family, a church, a nonprofit, a business—and the timeless principles in this book will bring positive change in your life and in the lives of those around you. You will learn: The True Definition of Leader. “Leadership is influence. That’s it. Nothing more; nothing less.” The Traits of Leadership. “Leadership is not an exclusive club for those who were ‘born with it.’ The traits that are the raw materials of leadership can be acquired. Link them up with desire, and nothing can keep you from becoming a leader.” The Difference Between Management and Leadership. “Making sure the work is done by others is the accomplishment of a manager. Inspiring others to do better work is the accomplishment of a leader.” God has called every believer to influence others, to be salt and light. Developing the Leader Within You will equip you to improve your leadership and inspire others.**

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## **SILENT SPRING**

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Houghton Mifflin Harcourt Discusses the reckless annihilation of fish and birds by the use of pesticides and warns of the possible genetic effects on humans.

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## **INTUITIVE EATING, 2ND EDITION**

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### **A REVOLUTIONARY PROGRAM THAT WORKS**

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St. Martin's Griffin We've all been there-angry with ourselves for overeating, for our lack of willpower, for failing at yet another diet that was supposed to be the last one. But the problem is not you, it's that dieting, with its emphasis on rules and regulations, has stopped you from listening to your body. Written by two prominent nutritionists, Intuitive Eating focuses on nurturing your body rather than starving it, encourages natural weight loss, and helps you find the weight you were meant to be. Learn: \*How to reject diet mentality forever \*How our three Eating Personalities define our eating difficulties \*How to feel your feelings without using food \*How to honor hunger and feel fullness \*How to follow the ten principles of Intuitive Eating, step-by-step \*How to achieve a new and safe relationship with food and, ultimately, your body With much more compassionate, thoughtful advice on satisfying, healthy living, this newly revised edition also includes a chapter on how the Intuitive Eating philosophy can be a safe and effective model on the path to recovery from an eating disorder.

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## **WORK RULES!**

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### **INSIGHTS FROM INSIDE GOOGLE THAT WILL TRANSFORM HOW YOU LIVE AND LEAD**

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Twelve From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work -- and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed. "We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock, former head of People Operations at the company that transformed how the world interacts with knowledge. This insight is the heart of Work Rules!, a compelling and surprisingly playful manifesto that offers lessons including: Take away managers' power over employees Learn from your best employees-and your worst Hire only people who are smarter than you are, no matter how long it takes to find them Pay unfairly (it's more fair!) Don't trust your gut: Use data to predict and shape the future Default to open-be transparent and welcome feedback If you're comfortable with the amount of freedom you've given your employees, you haven't gone far enough. Drawing on the latest research in behavioral economics and a profound grasp of human psychology, Work Rules! also provides teaching examples from a range of industries-including lauded companies that happen to be hideous places to work and little-known companies that achieve spectacular results by valuing and listening to their employees. Bock takes us inside one of history's most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world, distilling 15 years of intensive worker R&D into principles that are easy to put into action, whether you're a team of one or a team of thousands. Work Rules! shows how to strike a balance between creativity and structure, leading to success you can measure in quality of life as well as market share. Read it to build a better company from within rather than from above; read it to reawaken your joy in what you do.

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## **GENTELLIGENCE**

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### **THE REVOLUTIONARY APPROACH TO LEADING AN INTERGENERATIONAL WORKFORCE**

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Rowman & Littlefield Publishers No one needs another book about how to lead Millennials--what we need is a book about harnessing the untapped potential from the diversity of thought in a multigenerational workforce. Gentelligence is that book. It presents a transformative way to end the generational wars once and for all.

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### **HIRING SUCCESS: HOW VISIONARY CEOS COMPETE FOR THE BEST TALENT**

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Lioncrest Publishing Who you hire defines everything, from business success down to who you are as a leader. That's why hiring top talent is the #1 priority of most CEOs, and yet, studies show that the majority don't believe they recruit highly talented people. As the talent economy continues to evolve, CEOs need to adapt the way they compete for talent in order to keep up. As a current SaaS CEO and former recruiter, Jerome Ternynck packs 30 years of learnings and differentiated recruiting strategies into Hiring Success to provide CEOs a future-ready perspective for talent. You'll walk away with the ability to attract, select, and hire the best talent at a global scale on demand--leading to hiring success now and in the future.

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## **GLOBALIZATION OF TECHNOLOGY**

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### **INTERNATIONAL PERSPECTIVES**

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National Academies Press The technological revolution has reached around the world, with important consequences for business, government, and the labor market. Computer-aided design, telecommunications, and other developments are allowing small players to compete with traditional giants in manufacturing and other fields. In this volume, 16 engineering and industrial experts representing eight countries discuss the growth of technological advances and their impact on specific industries and regions of the world. From various perspectives, these distinguished commentators

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describe the practical aspects of technology's reach into business and trade.

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## DECODING CHOMSKY

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### SCIENCE AND REVOLUTIONARY POLITICS

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[Yale University Press](#) A fresh and fascinating look at the philosophies, politics, and intellectual legacy of one of the twentieth century's most influential and controversial minds Occupying a pivotal position in postwar thought, Noam Chomsky is both the founder of modern linguistics and the world's most prominent political dissident. Chris Knight adopts an anthropologist's perspective on the twin output of this intellectual giant, acclaimed as much for his denunciations of US foreign policy as for his theories about language and mind. Knight explores the social and institutional context of Chomsky's thinking, showing how the tension between military funding and his role as linchpin of the political left pressured him to establish a disconnect between science on the one hand and politics on the other, deepening a split between mind and body characteristic of Western philosophy since the Enlightenment. Provocative, fearless, and engaging, this remarkable study explains the enigma of one of the greatest intellectuals of our time.

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## THE FOUNTAINHEAD

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[Penguin](#) The revolutionary literary vision that sowed the seeds of Objectivism, Ayn Rand's groundbreaking philosophy, and brought her immediate worldwide acclaim. This modern classic is the story of intransigent young architect Howard Roark, whose integrity was as unyielding as granite...of Dominique Francon, the exquisitely beautiful woman who loved Roark passionately, but married his worst enemy...and of the fanatic denunciation unleashed by an enraged society against a great creator. As fresh today as it was then, Rand's provocative novel presents one of the most challenging ideas in all of fiction—that man's ego is the fountainhead of human progress... "A writer of great power. She has a subtle and ingenious mind and the capacity of writing brilliantly, beautifully, bitterly...This is the only novel of ideas written by an American woman that I can recall."—The New York Times

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## TOWARD THE AFRICAN REVOLUTION

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### POLITICAL ESSAYS

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[Grove Press](#) Political essays, articles, and notes written between 1952 and 1961.

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## 12 RULES FOR LIFE

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### AN ANTIDOTE TO CHAOS

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[Ballantine Books](#) "What does everyone in the modern world need to know? [The author's] answer to this most difficult of questions uniquely combines the hard-won truths of ancient tradition with the stunning revelations of cutting-edge scientific research. [The author discusses] discussing discipline, freedom, adventure and responsibility, distilling the world's wisdom into 12 practical and profound rules for life"--

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## WHY I WRITE

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[Renard Press Ltd](#) George Orwell set out 'to make political writing into an art', and to a wide extent this aim shaped the future of English literature - his descriptions of authoritarian regimes helped to form a new vocabulary that is fundamental to understanding totalitarianism. While 1984 and Animal Farm are amongst the most popular classic novels in the English language, this new series of Orwell's essays seeks to bring a wider selection of his writing on politics and literature to a new readership. In Why I Write, the first in the Orwell's Essays series, Orwell describes his journey to becoming a writer, and his movement from writing poems to short stories to the essays, fiction and non-fiction we remember him for. He also discusses what he sees as the 'four great motives for writing' - 'sheer egoism', 'aesthetic enthusiasm', 'historical impulse' and 'political purpose' - and considers the importance of keeping these in balance. Why I Write is a unique opportunity to look into Orwell's mind, and it grants the reader an entirely different vantage point from which to consider the rest of the great writer's oeuvre. 'A writer who can - and must - be rediscovered with every age.' — Irish Times

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## HARD GOALS : THE SECRET TO GETTING FROM WHERE YOU ARE TO WHERE YOU WANT TO BE

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[McGraw Hill Professional](#) "Ever felt like you weren't reaching your goals as fast as you would like? HARD GoalsK shows you how to change your thinking and get on the path to tremendous achievement!" --Marshall Goldsmith, world-renowned executive coach and author of the New York Times bestsellers MOJO and What Got You Here Won't Get You There "Hard Goals is full of fascinating insights regarding how to get yourself to achieve things you never thought possible, and Murphy's key ideas have strong research support. . . . If you want to achieve something great or important in your life, this is the book for you." —Edwin A. Locke, Ph.D., Professor Emeritus, University of Maryland "If you want a mediocre life, set ho-hum goals. If you want a life filled with excellence and meaning, set HARD Goals. This book shows you how to set HARD Goals and love every minute of achieving them. The end result? Winning in life and unparalleled fulfillment." Lyle Nelson, four-time Olympian and author of Spirit of Champions "Every company has goals these days. So why do most goals fall short? Why do leaders keep setting the same failed goals year after year? HARD Goals gives you the cutting-edge science to engage every employee in pursuing and achieving extraordinary goals. No more procrastination, foot-dragging, or giving up. With HARD Goals, your organization will achieve astonishing results.

Every CEO, manager, and employee needs to read this book!" Kevin M. Andrews, President, SmartBen Want to increase sales? Get promoted? Change the world? There's a goal for that . . . Steve Jobs, Jeff Bezos, the school teacher next door who amassed a million-dollar fortune . . . Did these people succeed because they were more motivated or because they were more disciplined? The answer to both questions is yes—but not in the ways you might think. Anyone can achieve extraordinary things. The secret is setting goals that test the very limits of your abilities. In *Hard Goals*, Mark Murphy, the acclaimed author of *Hundred Percenters*, explains the science behind getting from where you are to where you want to be in your career, business, and life. Leadership IQ, Murphy's top-rated leadership training consultancy, studied nearly 5,000 workers from virtually every field and found that extraordinary goals—the kind that got America to the moon and back, developed the iPod, created nanotechnology, and helped individuals overcome tremendous personal adversity—stimulate and engage the brain in ways that are profoundly different from the goals most people set. Research conducted for this book revealed that people who set Hard goals are up to 75 percent more fulfilled than people with easy goals. In these pages, Mark Murphy explains how success, and the satisfaction it brings, comes from knowing how to set goals that are: Heartfelt—have an emotional attachment, "scratch an existential itch." Animated—motivated by a vision, that movie that plays over and over in your mind. Required—imbued with such a sense of urgency that you have no other choice but to start acting on them right here, right now. Difficult—the greatest achievements come from the toughest challenges—but they also leave you feeling stronger, smarter, and more fulfilled. People set goals all the time, but the majority end up unfulfilled or abandoned. With all the challenges facing us today, we could use a little more achievement. *Hard Goals* can help us get there by offering the hard science and practical techniques to conquer procrastination and unlock your brain's potential for realizing your goals.

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## WONDERSTRUCK

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Scholastic Ben's story takes place in 1977 and is told in words. Rose's story in 1927 is told entirely in pictures. Ever since his mother died, Ben feels lost. At home with her father, Rose feels alone. When Ben finds a mysterious clue hidden in his mother's room, and when a tempting opportunity presents itself to Rose, both children risk everything to find what's missing. Rich, complex, affecting and beautiful, *WONDERSTRUCK* is a staggering achievement from a uniquely gifted artist.

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## THE CONNECTOR'S WAY

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### A STORY ABOUT BUILDING BUSINESS ONE RELATIONSHIP AT A TIME

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Great relationships are the difference between success and failure in business. That's the lesson that Robert Hanson, owner of a struggling insurance agency, is about to learn. By following the advice of two surprising mentors and the natural connectors he meets through them, Robert uncovers powerful relationship-building secrets that have long eluded him—even though they were always in plain sight. As you follow the transformative journey of Robert and his business, you'll discover simple ways to cultivate relationships in the real world and online. Whether you're looking to move ahead in your career or grow a company, this book will galvanize you into action and provide a clear path to success. The new business parable from Patrick Galvin, *'The Connector's Way, '* builds on the relationship-building themes of classics such as *'The Go-Giver'* by Bob Burg, *'The Greatest Salesman in the World'* by Og Mandino, and *'How to Win Friends and Influence People'* by Dale Carnegie.

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## ON GUERRILLA WARFARE

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Courier Corporation The first documented, systematic study of a truly revolutionary subject, this 1937 text remains the definitive guide to guerrilla warfare. It concisely explains unorthodox strategies that transform disadvantages into benefits.