



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

Shortcut Edition



First Break All The Rules:

First, Break All The Rules Marcus Buckingham, Curt Coffman, 1999-05-05 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 Marcus Buckingham and Curt Coffman of the Gallup Organization present the remarkable findings of their 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 Buckingham and Coffman 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

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 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

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

Summary of First, Break All the Rules SellWave 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.

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 it. 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 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 First, Break All The Rules Gallup Organization, 2016 Explains how good managers can select focus motivate and develop their employees in order to transform talent into performance First, Break All the Rules, 2017 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 **First, Break All the Rules** Marcus Buckingham, Curt Coffman, 2000-01 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 product description *First, Break All the Rules* Donald O. Clifton, 2016

SUMMARY - First, Break All The Rules: What The World's Greatest Managers Do Differently By Marcus Buckingham Shortcut Edition, 2021-06-02 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 learn what methods are used by the best managers with regard to their different styles their objectives and the needs required by their employees Gallup has met and interviewed 80 000 managers over the past 25 years and has learned valuable lessons from these interviews You'll also learn that Employees need excellent managers The best managers are those who cultivate the talent of their employees We should not waste time trying to fill the gaps of others The success of an organization depends on transforming the human capital of

its employees into economic performance Only 13% of employees are invested in their work Yet many companies have succeeded in motivating their employees to take an interest in their organization s activity thanks to managers who have been able to initiate this enthusiasm while improving the lives of their employees The Gallup survey company has measured studied and applied the 12 elements of management excellence that make organizations engaged and productive workplaces in hundreds of organizations employing more than 30 million people Buy now the summary of this book for the modest price of a cup of coffee

First, Break All the Rules by Marcus Buckingham and Curt Coffman Bokish Ltd,2015 In today s fast paced world it s tough to find the time to read But with Joosr guides you can get the key insights from bestselling non fiction titles in less than 20 minutes Whether you want to gain knowledge on the go or find the books you ll love Joosr s brief and accessible eBook summaries fit into your life Find out more at joosr com The best managers in the world don t just copy other people s techniques They forge their own unique styles but they do have some very important things in common Most managers lead by conventional methods believing what works in the past should work now The greatest managers in the world would disagree First Break All The Rules is the result of 25 years of interviews with the best managers in the world showing the framework that every great manager has in common Truly exceptional managers forge their own style and this book will show you how You will learn Why employees find a good manager more important than a good company What true talent is how to spot it and how to build on it Why the phrase Everyone has unlimited potential is a lie

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

First, Break All the Rules ,2010 **SUMMARY** Edition Shortcut (author),1901 **RESUMEN - First, Break All The Rules / Primero, rompa todas las reglas: What The World's Great Managers Do Differently por Marcus Buckingham** Shortcut Edition, Al leer este resumen aprender qu m todos utilizan los mejores directivos en relaci n con sus diferentes estilos sus objetivos y las necesidades que requieren sus empleados Gallup ha conocido y entrevistado a 80 000 directivos en los ltimos 25 a os y ha aprendido valiosas lecciones de estas entrevistas Tambi n aprender que Los empleados necesitan directivos excelentes Los mejores directivos son los que cultivan el talento de sus empleados No hay que perder el tiempo tratando de cubrir las carencias de los dem s El xito de una organizaci n depende de la transformaci n del capital humano de sus empleados en rendimiento econ mico S lo el 13% de los empleados invierten en su trabajo Sin embargo muchas empresas han conseguido motivar a sus empleados para que se interesen por la actividad de su organizaci n gracias a los directivos que han sido capaces de iniciar este entusiasmo a la vez que han mejorado la vida de sus

empleados La empresa de encuestas Gallup ha medido estudiado y aplicado los 12 elementos de excelencia en la gesti n que hacen de las organizaciones lugares de trabajo comprometidos y productivos en cientos de organizaciones que emplean a m s de 30 millones de personas Mavericks at Work William C. Taylor,Polly G. LaBarre,2009-03-17 The first book to document this change Mavericks at Work is business edutainment for a smart ambitious readership profiling some of the most exciting and often eccentric CEOs in the United States while detailing their remarkable strategies for success Who s going to write the next chapter in the saga of American business Who s going to chronicle the best way to compete the new way to win That s the mission of Mavericks at Work a book that profiles a network of rebels who are creating a new business model that makes use of fresh principles and captures what it means to be a state of the art organization Including such pioneering companies as ING Direct Southwest Airlines Pixar HBO Anthropologie Craigslist Netflix and Commerce Bank this book is nothing short of a lively new intellectual agenda for business *Policy & Practice* ,2005

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