



So, here we are starting a New Year... tick... tick... tick... I'm reminded of the days that pass and how I need to cherish each one as I learned of the passing of a young man from Tanzania who interned in our office during his days at Linfield College... All too fast. ..

So, let me share with you this month something that I hope is going to help me (and maybe some of you).

*Carpe Diem – Seize the Day...*

Sunday morning, I listened to a TED Talk. It ended up being my version of church this Sunday. Adam Grant is an organizational psychologist, who gave a talk titled,

*Are you a giver or a taker?*

[http://www.ted.com/talks/adam\\_grant\\_are\\_you\\_a\\_giver\\_or\\_a\\_taker?utm\\_source=tcdcomshare&utm\\_medium=email&utm\\_campaign=tcdspread#t-796388](http://www.ted.com/talks/adam_grant_are_you_a_giver_or_a_taker?utm_source=tcdcomshare&utm_medium=email&utm_campaign=tcdspread#t-796388)

Here are a few thoughts that he shared:

- He interviewed 30,000 people and determined:
  - Givers make up 25% of the “population.”
  - Takers make up 19%.
  - Matchers make up 56%. (Matchers are *quid pro quo* people. *You do something for me. I'll do something for you.*)
- Takers produce paranoia.
- Brian Little coined a term “Pronoia” – that turns paranoia upside down.

*Pronoia happens  
when other people applaud your well-being.*

- Statistically, givers are over-represented at the low end of an organization’s productivity. Interestingly, they show up more at the high end of the productivity spectrum as well.

*Givers make the organization better.*

- Let a taker onto a team and people stop giving. But adding a giver has less of a positive impact than adding a taker has negative impact. Kind of like loss aversion... **Weed out the takers!** Grant speaks of the people who are “disagreeable takers.” He calls them **fakers**, and says to be careful... Fakers are known for *kissing up and kicking down*.

I would ask, can you win over the takers and the fakers? Can we “convert” them?

*Can the generosity of giving  
become contagious?*

*Do you have a culture that is characterized,  
not by people tearing people down  
behind their backs,  
but where people say glowing things about co-workers behind their backs?*

Grant goes on to sort of redefine success:

- **Success is more about contribution.**

*The most meaningful way to success  
is to help other people succeed.*

- This is “Pronoia.”
- **Make it safe to ask for help.**
- **Protect givers from burnout.**

And that, my friends, is, at least for me, some good food for thought. After reflection on what Adam Grant had to say, I wanted to share it with you. To a great 2017!