



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:
  - Giversmakeup25%ofthe“population.”
  - Takersmakeup19%.
  - Matchersmakeup56%.(Matchersarequidproquopeople.Youdosomethingforme.I'lldosomethingforyou.)

- 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:

- ***Successismoreaboutcontribution.***
- Thisis“Pronoia.”
- ***Makeitsafetoaskforhelp.***
- ***Protectgiversfromburnout.***

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

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!



