



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=tedcomshare&utm_medium=email&utm_campaign=tedsread#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.
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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!

