Reality-Based Rules of the Workplace

A discussion guide for your book club.

THE BOOK **The Reality-Based Rules of the Workplace**

QUESTIONS TO PONDER WHILE YOU READ

Which one of the five Rules of the Workplace resonates most with you? Why?

Define a "valuable" employee.

How might a valuable employee differ from a highly skilled one? Are there similarities?

What emotionally expensive behaviors do you see in your **organization?**

What emotionally expensive behaviors do you see in your **department?**

As an organization, what realities are we arguing with?

Honestly, what was **your** employee value number?

Given that 83% of takers usually score negatively, what do you think of your result?

In which areas of your work and life are you currently frustrated? Are there people or teams you find difficult to work with?

How can you be more personally accountable in these areas?

Since reading the book, have you reframed a story you were telling yourself?

Are you judging more than helping in any areas of your work and life?

High Value Players change their beliefs about their bosses when a belief isn't serving them. Is this a strength for you, and how are you using it, or how will you build it?

High Value Players confront coworker conflicts and nurture team dynamics. Strengths for you? How are you using the gift, or what's your plan to grow?

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Group Discussion Items

What are your general reactions to **The Reality-Based Rules of the Workplace?**

- What did you like?
- What did you disagree with?

Do you work with any High Value Players? Share examples.

Part 1. Discuss the book's comments on the traditional performance review process and our misuse of the tool.

- Do you agree or disagree?
- She suggests rating subjective items like emotional expensiveness. Would that work in your organization?
- What do you think about the employee owning their own outcomes, instead of the onus being on the manager?

Part 2. Why do you think it's so hard to get good, honest, timely feedback?

- What have you done to change this?
- How does your organization handle coworker conflicts? Are these methods productive? What could improve them?
- Would you rather be right, or wildly successful? Discuss with specific examples.
- How would you feel if you were a favorite at your office?
- How can you be one of the "vocal majority" in a positive way, more often?
- Name a major conflicting goal you have with another person or team. Is there a way to get what you want and what they want?
- Identify a challenging relationship at work. How are you co-creating that drama?

Closing. Is there anything in the book that conflicts with your current approach to your role?

- Will you change how you think and work after reading this book? Why or why not?

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