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This inspiring and inventive guide teaches readers how to develop their full potential by following the example of the greatest genius of all time, Leonardo da Vinci. Acclaimed author Michael J. Gelb, who has helped thousands of people expand their minds to accomplish more than they ever thought possible, shows you how. Drawing on Da Vinci's notebooks, inventions, and legendary works of art, Gelb introduces Seven Da Vincian Principles—the essential

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elements of genius—from curiosità, the insatiably curious approach to life to connessione, the appreciation for the interconnectedness of all things. With Da Vinci as your inspiration, you will discover an exhilarating new way of thinking. And step-by-step, through exercises and provocative lessons, you will harness the power—and awesome wonder—of your own genius, mastering such life-changing abilities as:

- Problem solving
- Creative thinking
- Self-expression
- Enjoying the world around you
- Goal setting and life balance
- Harmonizing body and mind

Drawing on Da Vinci's notebooks, inventions, and

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legendary works of art, acclaimed author Michael J. Gelb, introduces seven Da Vincian principles, the essential elements of genius, from *curiosita*, the insatiably curious approach to life, to *conessione*, the appreciation for the interconnectedness of all things. With Da Vinci as their inspiration, readers will discover an exhilarating new way of thinking. Step-by-step, through exercises and provocative lessons, anyone can harness the power and awesome wonder of their own genius, mastering such life-changing skills as problem solving, creative thinking, self-expression, goal setting and life balance, and harmonizing body

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and mind.

Employee selection has long stood at the practical forefront of industrial/organizational psychology. Today's social, business, and economic climates require ongoing adaptations by those who select organizations' personnel, and research on the topic helps gauge the impact of these adaptations and their implications for human performance and potential. The Oxford Handbook of Personnel Assessment and Selection codifies the wealth of new research surrounding employee selection (web-based assessments, social networking, globalization of organizations), situating them

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alongside more traditional practices to establish the best and most relevant research for both professionals and academics. Comprising chapters from authors in both the private sector and academia, this volume is organized into seven parts: (1) historical and social context of the field of assessment and selection; (2) research strategies; (3) individual difference constructs that underlie effective performance; (4) measures of predictor constructs; (5) employee performance and outcome assessment; (6) societal and organizational constraints on selection practice; and (7) implementation and sustainability

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of selection systems. While providing a comprehensive review of current research and practice, the purpose of this handbook is to provide an up-to-date profile of each of the areas addressed and highlight current questions that deserve additional attention from researchers and practitioners. This compendium is essential reading for industrial/organizational psychologists and human resource managers.

The GHG Protocol Corporate Accounting and Reporting Standard helps companies and other organizations to identify, calculate, and report GHG emissions. It is designed to set the

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standard for accurate, complete, consistent, relevant and transparent accounting and reporting of GHG emissions.

The Rocket Model

The Tipping Point

Hogan Judgment Assessment

Technical Manual

Why Don't Students Like School?

Human Memory

The Hogan Guide

Mechanical Aptitude Test

Explores the homogenization of American culture and the impact of the fast food industry on modern-day health, economy, politics, popular culture, entertainment, and food production.

Psychometric Tests Volume 1 provides essential practice for

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any job applicant who has to face a selection test.

The General Aptitude and Abilities Series provides functional, intensive test practice and drill in the basic skills and areas common to many civil service, general aptitude or achievement examinations necessary for entrance into schools or occupations. The Mechanical Aptitude Passbook(R) prepares you by sharpening the skills and abilities necessary to succeed in a wide range of mechanical-related occupations. It includes supplementary text on machines and provides hundreds of multiple-choice questions that include, but are not limited to: use and knowledge of tools and machinery; basic geometry and

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mathematics; mechanical comprehension; and more.
Psychological Tactics and Tricks to Win the Game
And What You Can Learn from Their Mistakes
Structures and Images
Psychometric Tests (the Ultimate Guide)
The Physician Manager's Handbook
How to Pass Verbal Reasoning Tests
Fast Food Nation

Bearbeitungsdauer: Etwa 60 bis 90 Minuten.

This pocket guide describes the logic, design, and conduct of the range of such designs, encompassing pre-experiments, quasi-experiments making use of a control or comparison group, and

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time-series designs. While it can be utilized as a manual, this book is also valuable for practitioners seeking a greater conceptual understanding of quasi-experimental studies in social work literature. Human service professionals planning to undertake a program evaluation of their agency's services will find this book helpful in understanding the steps and actions needed to adopt a quasi-experimental strategy.

From the bestselling author of *The Bomber Mafia*: discover Malcolm Gladwell's breakthrough debut and explore the science behind viral trends in business, marketing, and human behavior. The tipping point is that magic moment when an idea, trend, or social behavior

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crosses a threshold, tips, and spreads like wildfire. Just as a single sick person can start an epidemic of the flu, so too can a small but precisely targeted push cause a fashion trend, the popularity of a new product, or a drop in the crime rate. This widely acclaimed bestseller, in which Malcolm Gladwell explores and brilliantly illuminates the tipping point phenomenon, is already changing the way people throughout the world think about selling products and disseminating ideas. “ A wonderful page-turner about a fascinating idea that should affect the way every thinking person looks at the world. ”

—Michael Lewis

Minnesota multiphasic personality inventory-2

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Adapting Tests in Linguistic and Cultural Situations

The Oxford Handbook of Personnel Assessment and Selection

MMPI-2

Covert Persuasion

Abstract Reasoning Tests

Psychometric Tests

Physicians are

increasingly taking on new roles as executives and managers in today's health care delivery system. As such, management skills should be an essential part of every physician's repertoire. Complete with sophisticated and practical approaches to health system management

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and leadership problems encountered by physicians, this text is an ideal resource.

The updated edition of the bestselling book that has changed millions of lives with its insights into the growth mindset “Through clever research studies and engaging writing, Dweck illuminates how our beliefs about our capabilities exert tremendous influence on how we learn and which paths we take in life.”—Bill Gates, GatesNotes After decades of research, world-

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renowned Stanford University psychologist Carol S. Dweck, Ph.D., discovered a simple but groundbreaking idea: the power of mindset. In this brilliant book, she shows how success in school, work, sports, the arts, and almost every area of human endeavor can be dramatically influenced by how we think about our talents and abilities. People with a fixed mindset—those who believe that abilities are fixed—are less likely to flourish than those with a growth mindset—those who

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believe that abilities can be developed. Mindset reveals how great parents, teachers, managers, and athletes can put this idea to use to foster outstanding accomplishment. In this edition, Dweck offers new insights into her now famous and broadly embraced concept. She introduces a phenomenon she calls false growth mindset and guides people toward adopting a deeper, truer growth mindset. She also expands the mindset concept beyond the individual, applying it to

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the cultures of groups and organizations. With the right mindset, you can motivate those you lead, teach, and love—to transform their lives and your own.

Expanding on the National Research Council's™ Guide for the Care and Use of Laboratory Animals, this book deals specifically with mammals in neuroscience and behavioral research laboratories. It offers flexible guidelines for the care of these animals, and guidance on adapting these guidelines to

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various situations without hindering the research process. Guidelines for the Care and Use of Mammals in Neuroscience and Behavioral Research offers a more in-depth treatment of concerns specific to these disciplines than any previous guide on animal care and use. It treats on such important subjects as: The important role that the researcher and veterinarian play in developing animal protocols. Methods for assessing and ensuring an animal's well-being.

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General animal-care elements as they apply to neuroscience and behavioral research, and common animal welfare challenges this research can pose. The use of professional judgment and careful interpretation of regulations and guidelines to develop performance standards ensuring animal well-being and high-quality research. Guidelines for the Care and Use of Mammals in Neuroscience and Behavioral Research treats the development and evaluation of animal-use

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protocols as a decision-making process, not just a decision. To this end, it presents the most current, in-depth information about the best practices for animal care and use, as they pertain to the intricacies of neuroscience and behavioral research.

Problems and Solutions in Human Assessment

The Q-sort Method in Personality Assessment and Psychiatric Research. --

Personality and Organizations

Leading Change, Advancing Health

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***From Story to Structure
Essential Virtual San
A Cognitive Scientist
Answers Questions About
How the Mind Works and
What It Means for the
Classroom***

Personality has always been a predictor of performance. This edited book brings together top scholars to look at teams, leadership, organizational climate and culture, stress, job satisfaction, etc. and tells us what we know about these topics from a personality

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perspective.

The idea of leadership failure and derailment has been brushed under the carpet for far too long and only now are statistics appearing on the sheer number of leaders who fail at their jobs. Backstabbers and Bullies provides the latest psychiatric and clinical perspectives on dark-side behaviour, including: - recognising and coping with over-confident, narcissistic and psychopathic leaders; - causes of

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leadership derailment and failure; - corrupt corporate cultures; and - the criminal personality. Fascinating reading for anyone who has worked alongside a corporate psychopath, business narcissist or histrionic show-off, *Backstabbers and Bullies* goes beyond the science to explain how to better understand, manage and prevent dark-side behaviour, as well as presenting advice for reducing derailment potential for yourself,

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your colleagues and your organisation.

Offers exercises, examples, and practice questions to prepare for a civil service, military, or trade exam.

Your Personality at Work
Bayesian Data Analysis,
Third Edition

Business and Industry
Testing

The Greenhouse Gas
Protocol

Guidelines for the Care
and Use of Mammals in
Neuroscience and
Behavioral Research

Exploring the World of

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Artificial Intelligence

Hogan Personality

Inventory Manual

KEY CONTENTS OF THIS GUIDE

INCLUDE: - Contains invaluable tips on how to prepare for abstract reasoning tests; - Written by an expert in this field in conjunction with recruitment experts; - Contains lots of sample test questions and answers.

The assessment of individual differences has generated shockwaves affecting sociology, education, and a number of other behavioral sciences as well as the fields of management and organizational behavior. In covering the assessment of individual differences, this book

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pays tribute to the interests and activities that Douglas N. Jackson has incorporated into his career as a psychologist. He continues to be a leader in putting academic findings to practical use. He has also inspired generations of students with his mastery of complex concepts and as a personal example of the ability to balance several simultaneous areas of research. Consistent with the focus of Jackson's research, the theme of this book will be how the use of deductive, construct-driven strategies in the assessment of individual differences leads to benefits in terms of the applicability of the assessment instruments and the

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clarity of the conclusions that can be drawn from the research.

Chronicles the technological accomplishments leading to the development of artificial intelligence and assesses the social, political, and psychological implications of this technical breakthrough

Vocational Tests and Measurement Devices

Quasi-Experimental Research Designs

Why We Fail to Do What's Right and What to Do about It

Why Smart Executives Fail

Interpretation and Uses of Hogan Inventories

How to Think Like Leonardo da Vinci

Honoring Douglas N. Jackson at Seventy

Understand and implement VMware Virtual SAN: the heart of tomorrow's Software-Defined Datacenter (SDDC) VMware's breakthrough Software-Defined Datacenter (SDDC) initiative can help you virtualize your entire datacenter: compute, storage, networks, and associated services. Central to SDDC is VMware Virtual SAN (VSAN): a fully distributed storage architecture seamlessly integrated into the hypervisor and capable of scaling to meet any enterprise storage requirement. Now, the leaders of VMware's wildly popular Virtual SAN previews have written the first authoritative guide to this pivotal technology. You'll learn what Virtual SAN is, exactly what it offers, how to implement it, and how to maximize its value. Writing for administrators, consultants, and architects, Cormac Hogan and Duncan

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Epping show how Virtual SAN implements both object-based storage and a policy platform that simplifies VM storage placement. You'll learn how Virtual SAN and vSphere work together to dramatically improve resiliency, scale-out storage functionality, and control over QoS. Both an up-to-the-minute reference and hands-on tutorial, Essential Virtual SAN uses realistic examples to demonstrate Virtual SAN's most powerful capabilities. You'll learn how to plan, architect, and deploy Virtual SAN successfully, avoid gotchas, and troubleshoot problems once you're up and running. Coverage includes Understanding the key goals and concepts of Software-Defined Storage and Virtual SAN technology Meeting physical and virtual requirements for safe Virtual SAN implementation Installing and configuring Virtual SAN for your unique environment Using Storage Policy Based Management to

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control availability, performance, and reliability Simplifying deployment with VM Storage Policies Discovering key Virtual SAN architectural details: caching I/O, VASA, witnesses, pass-through RAID, and more Ensuring efficient day-to-day Virtual SAN management and maintenance Interoperating with other VMware features and products Designing and sizing Virtual SAN clusters Troubleshooting, monitoring, and performance optimization

This book explores test adaptation, a scientific and professional activity now spanning all of the social and behavioural sciences. Adapting tests to various linguistic and cultural contexts is a critical process in today's globalized world, and requires a combination of knowledge and skills from psychometrics, cross-cultural psychology and others. This volume provides a step-by-step approach to cross-cultural test adaptation, emphatically presented as a

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mlange between science and practice. The volume is driven by the first-hand practical experience of the author in a large number of test adaptation projects in various cultures, and is supported by the consistent scientific body of knowledge accumulated over the last several decades on the topic. It is the first of its kind: an in-depth treatise and guide on why and how to adapt a test to a new culture in such a way as to preserve its psychometric value.

Easy-to-apply, scientifically-based approaches for engaging students in the classroom Cognitive scientist Dan Willingham focuses his acclaimed research on the biological and cognitive basis of learning. His book will help teachers improve their practice by explaining how they and their students think and learn. It reveals-the importance of story, emotion, memory, context, and routine in building knowledge and creating lasting learning

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experiences. Nine, easy-to-understand principles with clear applications for the classroom Includes surprising findings, such as that intelligence is malleable, and that you cannot develop "thinking skills" without facts How an understanding of the brain's workings can help teachers hone their teaching skills "Mr. Willingham's answers apply just as well outside the classroom. Corporate trainers, marketers and, not least, parents -anyone who cares about how we learn-should find his book valuable reading." —Wall Street Journal

Systems Archetype Basics

The Birkman Method

The Future of Nursing

The New Psychology of Success

Hogan Development Survey Manual

Personality and the Fate of Organizations

Administrator's Guide to VMware Vsan

The Future of Nursing

explores how nurses'

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roles, responsibilities, and education should change significantly to meet the increased demand for care that will be created by health care reform and to advance improvements in America's increasingly complex health system. At more than 3 million in number, nurses make up the single largest segment of the health care work force. They also spend the greatest amount of time in delivering patient care as a profession. Nurses therefore have valuable insights and unique

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abilities to contribute as partners with other health care professionals in improving the quality and safety of care as envisioned in the Affordable Care Act (ACA) enacted this year. Nurses should be fully engaged with other health professionals and assume leadership roles in redesigning care in the United States. To ensure its members are well-prepared, the profession should institute residency training for nurses, increase the percentage of nurses who attain a

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bachelor's degree to 80 percent by 2020, and double the number who pursue doctorates. Furthermore, regulatory and institutional obstacles -- including limits on nurses' scope of practice -- should be removed so that the health system can reap the full benefit of nurses' training, skills, and knowledge in patient care. In this book, the Institute of Medicine makes recommendations for an action-oriented blueprint for the future of nursing.

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Personality and performance are intricately linked, and personality has proven to have a direct influence on an individual's leadership ability and style, team performance, and overall organizational effectiveness. In *Personality and the Fate of Organizations*, author Robert Hogan offers a systematic account of the nature of personality, showing how to use personality to understand organizations and to understand, evaluate, select, deselect, and

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train people. This book brings insights from a leading industrial organizational psychologist who asserts that personality is real, and that it determines the careers of individuals and the fate of organizations. The author's goal is to increase the reader's ability to understand other people—how they are alike, how they are different, and why they do what they do. Armed with this understanding, readers will be able to pursue their personal, social, and organizational

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goals more efficiently. A practical reference, this text is extremely useful for MBA students and for all those studying organizational psychology and leadership.

Human Memory: Structures and Images offers students a comprehensive overview of research in human memory. Providing a theoretical background for the research, author Mary B. Howes uses a clear and accessible format to cover three major areas—mainstream experimental research; naturalistic research; and

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work in the domains of the amnesias, malfunctions of memory, and neuroscience. Essential Business Skills for Succeeding in Health Care

How Little Things Can Make a Big Difference

Blind Spots

Mechanical & Spatial Aptitude

Backstabbers and Bullies

Mind Matters

Mindset

Now in its third edition, this classic book is widely considered the leading text on Bayesian methods, lauded for its accessible, practical approach to analyzing data

and solving research problems. Bayesian Data Analysis, Third Edition continues to take an applied approach to analysis using up-to-date Bayesian methods. The authors—all leaders in the statistics community—introduce basic concepts from a data-analytic perspective before presenting advanced methods. Throughout the text, numerous worked examples drawn from real applications and research emphasize the use of Bayesian inference in practice. New to the Third Edition Four new chapters on

**nonparametric modeling
Coverage of weakly
informative priors and
boundary-avoiding priors
Updated discussion of cross-
validation and predictive
information criteria Improved
convergence monitoring and
effective sample size
calculations for iterative
simulation Presentations of
Hamiltonian Monte Carlo,
variational Bayes, and
expectation propagation New
and revised software code The
book can be used in three
different ways. For
undergraduate students, it
introduces Bayesian inference**

starting from first principles. For graduate students, the text presents effective current approaches to Bayesian modeling and computation in statistics and related fields. For researchers, it provides an assortment of Bayesian methods in applied statistics. Additional materials, including data sets used in the examples, solutions to selected exercises, and software instructions, are available on the book's web page. The first in-depth book on the personality assessment used by millions of people

worldwide, revealing the underlying needs that drive and inspire you Whether you're wondering if you are in the right career, looking to change job roles, or trying to reduce conflict and improve relationships at work and at home, you must begin by fully understanding your own interests and needs, and how they drive your ultimate happiness as well as unleash your stress points. Used by millions of people worldwide, The Birkman Method is the only personality-assessment tool that reaches beyond self-described behavior and

situational analysis to unravel the DNA underpinning workplace satisfaction and productivity. The Birkman Method reveals such aspects of your personality as your relationship with authority, communication style, response to incentives, ability to deal with change, and the triggers for stress that can derail you. By explaining how these factors fit together and work off each other, The Birkman Method becomes your guide to a deeper self-awareness that can help you attain more-inspiring leadership, better team

harmony, and higher goals for you personally and throughout any organization.

This work has been selected by scholars as being culturally important and is part of the knowledge base of civilization as we know it. This work is in the public domain in the United States of America, and possibly other nations. Within the United States, you may freely copy and distribute this work, as no entity (individual or corporate) has a copyright on the body of the work. Scholars believe, and we concur, that this work is important enough to be

preserved, reproduced, and made generally available to the public. To ensure a quality reading experience, this work has been proofread and republished using a format that seamlessly blends the original graphical elements with text in an easy-to-read typeface. We appreciate your support of the preservation process, and thank you for being an important part of keeping this knowledge alive and relevant.

**A Corporate Accounting and Reporting Standard
Seven Steps to Genius Every Day**

The ETS Test Collection Catalog

**How to Cope with the Dark
Side of People at Work**

**The Dark Side of the All-
American Meal**

**Current Practices and Test
Reviews**

This book is a treasure trove of ideas you can use to turn a 'no' into a 'yes' almost instantly-in any sales situation."-Brian Tracy, speaker and author of Create Your Own Future and Change Your Thinking, Change Your Life Hogan is the master of persuasion. I urge you to persuade yourself to buy this book and everything he's ever written and recorded. It will help you

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understand yourself, understand others, and succeed. This information is bankable."-Jeffrey Gitomer, author of The Sales Bible, Little Red Book of Selling, and Little Red Book of Sales Answers

There's more wisdom in this book than in 500 pages on the same subject. Whether you need to persuade your lover, your spouse, your boss, your clients, your friends, or yourself, this powerhouse collection of mind tricks and secrets will give you the upper hand. In today's competitive world, this is the persuasion wizard's manual you need to control circumstances and get what you want."-Dr. Joe Vitale, author of Life's Missing Instruction Manual

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and The Attractor Factor When you read Hogan's writing, it feels like you're getting sage advice from a master. Would you like other people to decide on their own (or so they think) to go along with your every whim? Then this is the book you've been looking for."-David Garfinkel, author of Advertising Headlines That Make You Rich There is more practical information on the dynamics of selling and communication in these pages than you could ever acquire in a lifetime on your own through trial and error. Take advantage of the authors' wisdom and read this book!""-Todd D. Bramson, Certified Financial Planner and author of Real Life Financial Planning

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When confronted with an ethical dilemma, most of us like to think we would stand up for our principles. But we are not as ethical as we think we are. In *Blind Spots*, leading business ethicists Max Bazerman and Ann Tenbrunsel examine the ways we overestimate our ability to do what is right and how we act unethically without meaning to. From the collapse of Enron and corruption in the tobacco industry, to sales of the defective Ford Pinto, the downfall of Bernard Madoff, and the Challenger space shuttle disaster, the authors investigate the nature of ethical failures in the business world and beyond, and illustrate how we can become more ethical, bridging the gap between

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who we are and who we want to be. Explaining why traditional approaches to ethics don't work, the book considers how blind spots like ethical fading--the removal of ethics from the decision--making process--have led to tragedies and scandals such as the Challenger space shuttle disaster, steroid use in Major League Baseball, the crash in the financial markets, and the energy crisis. The authors demonstrate how ethical standards shift, how we neglect to notice and act on the unethical behavior of others, and how compliance initiatives can actually promote unethical behavior. They argue that scandals will continue to emerge unless such approaches take into

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account the psychology of individuals faced with ethical dilemmas. Distinguishing our "should self" (the person who knows what is correct) from our "want self" (the person who ends up making decisions), the authors point out ethical sinkholes that create questionable actions. Suggesting innovative individual and group tactics for improving human judgment, *Blind Spots* shows us how to secure a place for ethics in our workplaces, institutions, and daily lives. Bob Pittman and AOL Time Warner. Jean Marie Messier and Vivendi. Jill Barad and Mattel. Dennis Kozlowski and Tyco. It's an all too common scenario. A great

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company breaks from the pack; the analysts are in love; the smiling CEO appears on the cover of Fortune. Two years later, the company is in flames, the pension plan is bleeding, the stock is worthless. What goes wrong in these cases? Usually it seems that top management made some incredibly stupid mistakes. But the people responsible are almost always remarkably intelligent and usually have terrific track records. Just as puzzling as the fact that brilliant managers can make bad mistakes is the way they so often magnify the damage. Once a company has made a serious misstep, it often seems as though it can't do anything right. How does

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this happen? Instead of rectifying their mistakes, why do business leaders regularly make them worse? To answer these questions, Sydney Finkelstein has carried out the largest research project ever devoted to corporate mistakes and failures. In **WHY SMART EXECUTIVES FAIL**, he and his research team uncover-with startling clarity and unassailable documentation-the causes regularly responsible for major business breakdowns. He relates the stories of great business disasters and demonstrates that there are specific, identifiable ways in which many businesses regularly make themselves vulnerable to failure. The result is a truly indispensable,

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practical, must-read book that explains the mechanics of business failure, how to avoid them, and what to do if they happen.