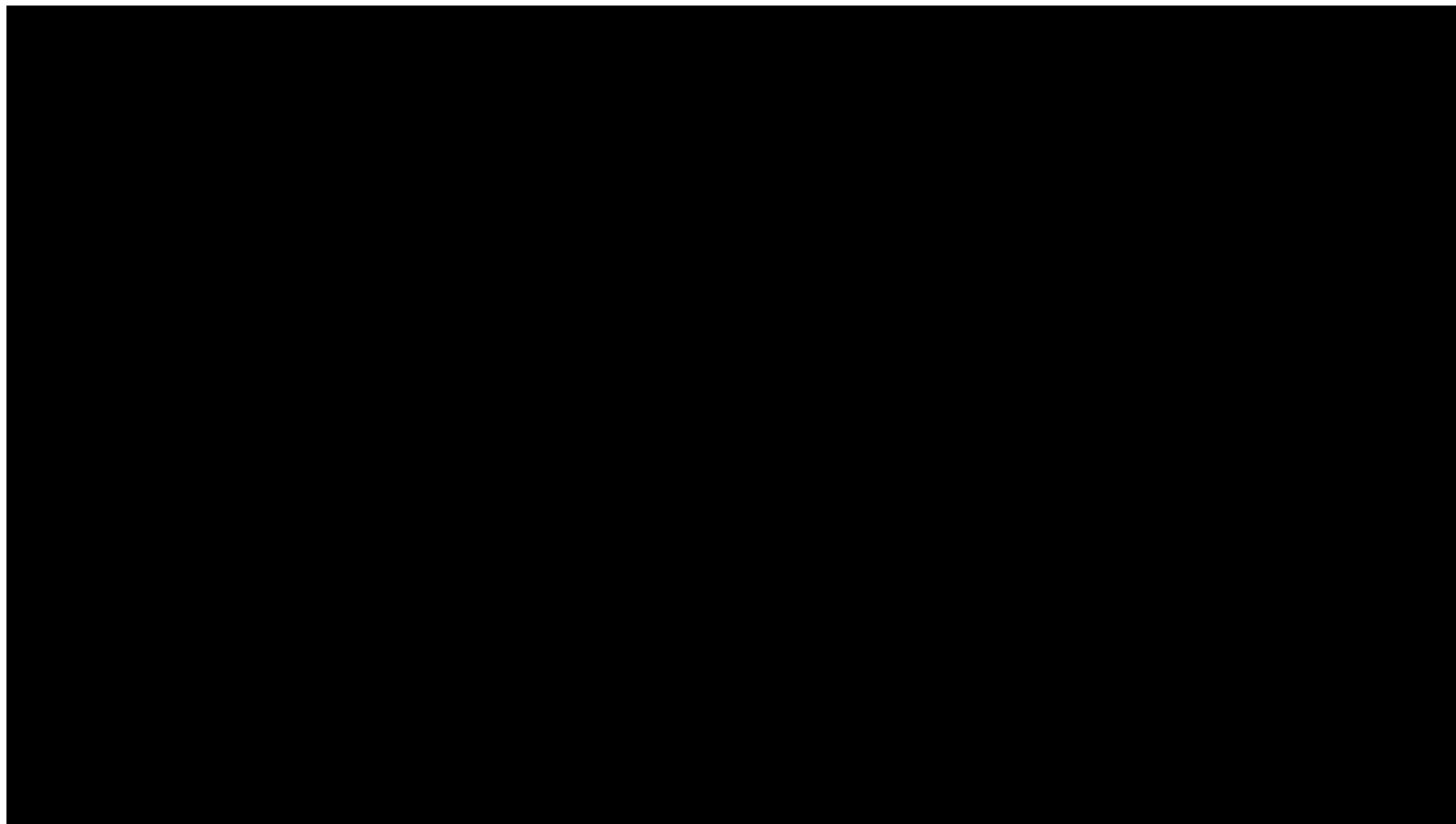





HR Book Club

“A happy man is too satisfied with the present to dwell too much on the future” - Albert Einstein


<https://www.youtube.com/watch?v=RLZdGPT2LKI>






“When people assess an experience, they tend to forget or ignore its length—a phenomenon called “duration neglect.” Instead, they seem to rate the experience based on two key moments: (1) the best or worst moment, known as the “peak”; and (2) the ending. Psychologists call it the “peak-end rule.”

As HR professionals, how could this finding alter some of the lengthy processes your department is currently practicing? For example, feedback, events, meetings...




“Getting promoted feels good naturally, of course - it’s a classic moment of pride. But it can also be a tough transition for some managers. Many people are thrust into their first managerial assignments without any training on giving feedback or motivating teams”

How can the transition of a promotion be supported in such a way to ensure it is a positive/memorable experience?




“To stretch is to place ourselves in situations that expose us to the risk of failure...better to take a risk, try something, and distill the answer from experience rather than from navel gazing. Action leads to insight more often than insight leads to action.”

Do you feel insight has ever held you back from taking a risk that you now wish you would have actioned?



“The promise of stretching is not success, it’s learning. It’s self-insight. It’s the promise of gleaning the answers to some of the most important and vexing questions of our lives: What do we want? What can we do? Who can we be? What can we endure?.”

How can we support “stretching” in the workplace and how can supporting “stretching” be a benefit to the company?



“Rehearse courage. If we decide in advance how we will handle challenging situations, we are more likely to act appropriately in those situations.”

Participating in activities such as “Book Club”, you are practicing for future interactions in sometimes difficult situations. Whether you read a book to gain insight, or you simply hear another’s comments or stories, you are gaining knowledge to put into practice in the future. Learning different perspectives. What other ‘rehearsal’ type activities do you feel would benefit us as HR professionals?