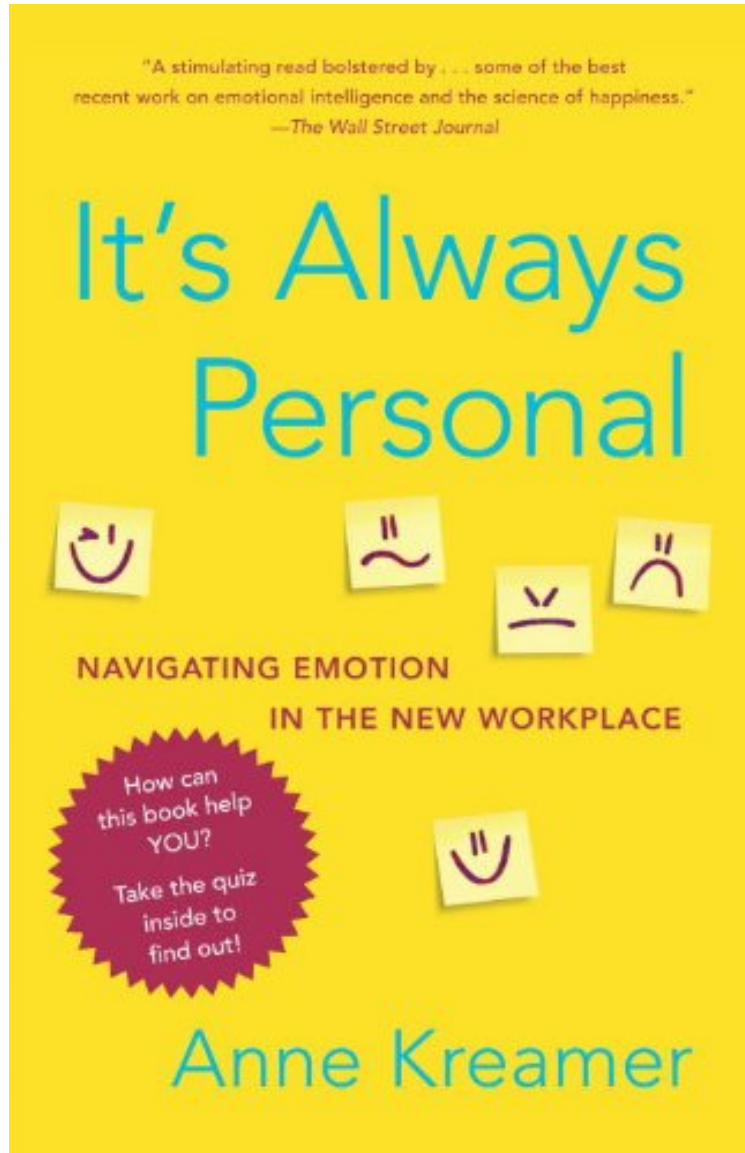


(Read download) It's Always Personal: Navigating Emotion in the New Workplace

It's Always Personal: Navigating Emotion in the New Workplace

Anne Kreamer

audiobook / *ebooks / Download PDF / ePub / DOC



[Download](#)

[Read Online](#)

#408315 in eBooks 2011-03-29 2011-03-29 File Name: B004IK8PZ0 | File size: 17.Mb

Anne Kreamer : It's Always Personal: Navigating Emotion in the New Workplace before purchasing it in order to gage whether or not it would be worth my time, and all praised It's Always Personal: Navigating Emotion in the New Workplace:

1 of 1 people found the following review helpful. In-depth view at workplace related emotional behavior with lots of tips and referencesBy DiamondsIn-depth analyzing view at factors that shape our workplace in regards to the exception of, or inclusion of emotional expressions, from the perspective of biology (how our bodies are wired), gender (differences in both wiring and workplace history) and personality types (similar to Briggs-Myers system),

with examples as part of the main narrative to illustrate a principle. Distillation of best practices in regards to controlling/ managing emotions and how to channel them to our advantage in the form of a 'toolkit', and in general a plea for a more inclusive workplace culture, in terms of emotions (both positive and negative) that author describes into great detail, i.e.; fear, anxiety, anger, compassion. With lots of references to scientific studies and related other commonly known concepts (i.e. EQ, or emotional intelligence, Mars Venus, etc.), as well as the inclusion of two personally initiated studies (specially for this book), it reads as a very solid affirmative argument for allowing emotions in the workplace, for the benefit of the people as well as (yes) their business. A good starting point as well as reference for anyone aiming to bring about change, if only in oneself, thereby upping their chances of success in day-to-day struggles, with a lot of useful tips, ranging from the body-mind to the spirit. 13 of 13 people found the following review helpful. MAKING SENSE OUT OF EMOTIONS By D. F. Morin I could neither read IT'S ALWAYS PERSONAL fast enough because it is so compelling, nor slowly enough, so much did I want to memorize it -- all 234-information-packed thought-provoking pages. No sentence is a waste. And I didn't want to put it down - because I was reading about me, and you and our emotions in the context of the massive amount of research that Anne Kreamer has culled from myriad authoritative sources. She thought about this material, interpreted it and put it together so deftly, I found tears running down my face halfway through the book, a book that could change your life. At the least it will make you feel less alone if you ever think you screwed up emotion-wise on the job or elsewhere. It will help you better understand yourself, your emotions and those of others in the workplace, which -- Kreamer notes - is increasingly everywhere, because of the mobile communications boom. In fact, Kreamer, herself says, she was relieved to learn that she "was probably born tense." She also writes about emotion management and the differences between how men and women are wired with a refreshing and calm voice and an oeuvre that wakes you up with surprise after surprise. I hope she writes a lot more books. 2 of 2 people found the following review helpful. Important contribution to a critical topic By Stratford Sherman The core challenge facing business organizations today, at least in the U.S., is that human beings have become the paramount source of enterprise value -- yet business culture hasn't had time to catch up with the realities of human nature. To be blunt, people didn't matter much in business until recent decades. The state of the art of unlocking value from people remains primitive: nobody's yet cracked the code. It's the equivalent of IT in the 19th century. Kreamer's book takes on one important piece of the problem: the emotional nature of human beings. More specifically, the intolerance of human emotion at work. Always an issue, it has become even more critical with the dramatic increase in the female working population. (Gender issues are an important thread in this book.) As Kreamer observes, correctly in my view, the typical workplace frustrates people. Instead of addressing human issues, business leaders too often avoid them, relying on denial, pretense, and a veneer of rationality to evade the unavoidable. This is a good book -- brief, well-argued, and clearly intended to contribute to solutions. For people struggling with emotion at work, there's plenty of thoughtful advice. Its orientation is more to self-help and action than to theory, which probably makes it more useful. Business culture is urgently in need of some consciousness-raising. This book will help. Pass it on. Full disclosure: I know Anne Kreamer personally. She interviewed me for the book, and I participated in the research survey. I'm delighted to say that I think the conclusions she draws from her research are entirely sound.

An innovative study of gender, emotion, and power, *It's Always Personal* is an essential companion for everyone navigating the challenges of the contemporary workplace. How often have we heard "It's always personal" or "It's just business"? But in fact, at work it's never just business; it's always personal. In this groundbreaking book, journalist and former corporate executive Anne Kreamer shows us how to get rational about our emotions, and provides the necessary new tools to flourish in an emotionally charged workplace. Combining the latest information on the intricacies of the human brain, candid stories from employees, and the surprising results of two national surveys, *It's Always Personal* offers a step-by-step guide for identifying your emotional type: Spouter, Acceptor, Believer, or Solver; Emotion Management Toolkits that outline strategies to cope with specific emotionally challenging situations; vital facts that will help you understand and handle the six main emotional flashpoints: anger, fear, anxiety, empathy, joy, and crying; an exploration of how men and women deal with emotions differently; a stimulating read bolstered by snippets of some of the best recent work on emotional intelligence and the science of happiness. "The Wall Street Journal" asks, "So what should be the rules and boundaries for showing how you feel while you work? That's a question asked and answered in Anne Kreamer's fascinating book. . . [a] look at an issue that rarely gets discussed." "The Washington Post" says, "Finally, someone is willing to unpack the morass of anger, anxiety, sadness, and joy that drives the workday. . . [Kreamer] has hit the mark about time!" "Elle" says, "[A] lively, well-researched exploration of emotions on the job." "Oprah.com" says, "Explores how to be true to your emotional flashpoints: anger, fear, anxiety, empathy, happiness and crying; without sabotaging your career." "The New York Times Book Review"

.com A Letter from Author Anne Kreamer copy; Lucy Andersen I was told when I started work that if I wanted to be professional, I should never let my feelings show at work--that emotion had nothing to do with success. But somehow once I'd been working for a few years I realized that that advice seemed mainly to apply to women. The well-known chairman of my Fortune 500 entertainment company thought it was completely acceptable to call me up and scream at me because a good deal I'd made had not moved up the price of the company's stock. He got explosively angry at me, but I certainly didn't feel like I could reply in kind. So I cried. And felt even worse, but I sucked it up and went on, burying that experience until a few years ago when a former colleague and I were talking about how every woman we knew had had a similar experience. Because of my personal experience I realized I really needed to understand why crying on the job was such a taboo. That simple question led me on a fascinating journey. Over the course of the last two years I roamed the country talking to dozens of neuroscientists and other experts and more than 200 working Americans, from top corporate CEOs to waitresses on the Navajo nation to entrepreneurs in their basements, about their feelings--positive, negative, and in between--while on the job. The neuroscience of emotion is an exciting new field and the conversations I had with people confirmed first-hand what the cutting-edge researchers are discovering. People basically fall into two groups, those who cry easily and those who don't, and women are several times more likely than men to be criers, which makes crying at work even more stressful for women. Nobody likes working with angry people. And all of us are looking for ways to reduce on-the-job anxiety. Through my own original research with J. Walter Thompson, the largest advertising firm in America, I discovered that a lot more men cry on the job than you'd think, but what really surprised me was there is no "tissue ceiling"--successful people from every level of the professional hierarchy reported that they cried at work. And people who cry at work are not necessarily unhappy in their jobs. I poured through the scientific research and uncovered some remarkable things--like the fact that saleswomen make more sales during the ovulation phase of their cycles, and that the cultivation of positive emotions isn't some New Age dream but a scientifically proven tool to better problem solving. Work in America today is fraught--the economy is transformed and precarious, and more is being done by each of us with fewer resources than ever. Simultaneously, with women making up more than half the work force for the first time in history, and with science illuminating more precisely than ever how biology drives behavior, we are at a unique moment for reflection and useful rethinking. With the practical insights I gained in understanding the main emotions we encounter at work--anger, fear, anxiety, joy and empathy--and with the specific tools tailored to each emotional state that I offer to help each of us develop better emotional resiliency, I hope my book inspires you to believe that the more of your authentic emotional self you bring to work the happier and more effective you will be. Praise for *It's Always Personal*: "Throughout this heartfelt book, Ms. Kreamer comes down on the side of accepting and expressing one's authentic feelings, though in sensible and constructive ways. *It's Always Personal* argues that greater emotional openness could lend vitality to American business, and it urges both men and women to 'bring their full, true selves to the game.' It's a stimulating read bolstered by snippets of some of the best recent work on emotional intelligence and the science of happiness." --Clare McHugh, *The Wall Street Journal* "It's Always Personal will transform the way you look at office culture and work relationships. In an insightful analysis packed with research, evidence, and real-life examples, Kreamer demonstrates why emotion matters so much in the workplace--and, with practical advice, she identifies ways to be happier and more effective at work." --Gretchen Rubin, #1 New York Times bestselling author of *The Happiness Project* "This will be one of the most fascinating and useful books you'll ever read. In this groundbreaking study, Anne Kreamer looks at emotion in the workplace through first-hand experiences, scientific research, and empirical data. What's the role of anger, fear empathy, anxiety and tears? This book explains them in ways that will make you a better worker, boss and human being." --Walter Isaacson, President and CEO, The Aspen Institute and former CEO of CNN "It's Always Personal made me want to stand up and cheer! I love this book. And every person who has ever been a boss or an employee needs to read it. Superb reading and highly practical!" --Christiane Northrup, M.D., New York Times bestselling author of *Women's Bodies*,...About the Author Anne Kreamer is the author of *Going Gray: What I Learned about Beauty, Sex, Work, Motherhood, Authenticity and Everything Else that Really Matters*, a former executive vice president and worldwide creative director of Nickelodeon, part of the founding team of *SPY* magazine, and a onetime columnist for both *Fast Company* and *Martha Stewart Living*. Her work has appeared in *Time*, *Real Simple*, *Travel Leisure*, and *More*. She graduated from Harvard College and lives in Brooklyn with her husband, the writer Kurt Andersen.