



Book Review

TITLE: First Break All The Rules
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PRE-READING

Why are you reading it? Was it a recommendation? What do you know about the topic? Flip through the book - is there anything that catches your eye?

When I first thought about teaching leadership a few years ago, this book was recommended to me. It sat on my bookshelf for awhile, so I added it to my list to read this quarter. I like challenging the rules, so the title speaks to me. I like that it is based on data and interviews with great and not so great leaders and managers.

A-HA MOMENTS

What a-ha moments did you have when reading?

- I might already have a mindset that challenges many of the traditional or conventional leadership "rules"
- Ratings on the 12 questions is not an average, but the total percentage of respondents who answer "5"

QUESTIONS

What questions do you have after reading that you want to investigate?

- How can I incorporate the 12 questions (listed on p. 28) in what I teach? How can I create support or training which will help leaders get the best answers to them?
- How do we build success into every role? How do we create heroes in every role? (p. 180)
- How do I create a Growth mindset in people? How can we encourage it?

CONNECTIONS

Can you relate what you read to another book, talk, podcast, topic?

- Employees stay at an organization based on the relationship they have with their immediate supervisor (I've heard this tons! This is repeated multiple times throughout the book.
- The 12 questions are a hierarchy and you need the lower ones to get the higher ones (like Maslow's Hierarchy of Needs) Their methodology seems similar to Jim Collins and Brene Brown

ACTIONABLE IDEAS

What are 2-3 actionable items that you can implement?

- Dig into some of these questions in a blog post.
- Create an onboarding resource which addresses the 12 questions (or at least the first 6) (p. 48)
- Look into Laurence Peter's idea that most employees are promoted to their level of incompetence (p. 180)
- How can we create career pathways for those people who are really talented, but who don't want to be managers?

POST-READ REFLECTIONS

Did you like this book? Are there other books by this author or on this topic that you might want to read? Would you recommend it to someone? Is there something from this book you want to learn more about?

This book was a good reinforcement of information I've read/learned elsewhere (Daniel Pink, DISC, Jim Collins, James Clear, EOS Kim Scott). I think I have his other book: Standout so I will be interested to read that too.