



Book Review

TITLE: Just Work

AUTHOR: Kim Scott

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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?

I read Kim Scott's Radical Candor and love the model. When she started promoting Just Work, I was intrigued. At first I interpreted the title as more of a "just get to work" which didn't track with what I knew of her. Then I learned that it was about justice and fair work and became excited to read it.

A-HA MOMENTS

What a-ha moments did you have when reading?

- That I have been born into certain privilege is not wrong, but "a refusal to recognize - let along address - the injustices suffered by people who don't have these privileges would be wrong." (p. 12)
- According to a Workplace 2020 report, 1 in 4 women considering downshifting their career or leaving work entirely - due to Covid 19 (p. 16)
- We must avoid a fixed mindset when evaluating the behaviour of others- doing so labels them as bad, rather than their behaviour (p. 95) but keep in mind growth can be messy (p. 100)
- Don't ask for forgiveness without first taking steps to fix/change the situation
- Phrase: Forgive mistakes, create consequences for patterns (p. 259)

QUESTIONS

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

- How will my natural S style dislike of conflict affect my ability to stand up for myself and others
- As someone who will sit in the middle (moderate), how can I bring the extremes closer together
- How can include psychological safety in my work? (p. 207)

CONNECTIONS

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

- Using "I Statements" to address bias
- Lots of references to Brene Brown's work on trust, vulnerability and shame
- Growth Mindset - Carol Dweck
- Career growth needs candid feedback which many women don't get from male bosses- Sheryl Sandberg

ACTIONABLE IDEAS

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

- Watch TED Talks: Amy Cuddy - "postural feedback"; Reverend Paula Stone Williams', Amy Edmonson
- Come up with a list of words/phrases I feel comfortable using when I need to speak up against bias (p. 128)
- Read books: She Said (Jodi Kantor/Megan Twohey) and Catch and Kill (Ronan Farrow)

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?

I loved this book. As a women in male dominated industries, she has had a ton of unjust experiences and she shared them freely. I loved her tangible advice and steps for addressing bias, discrimination and bullying and that she separated out how to deal with each of these from the perspective of person harmed, upstander, person who caused harm and leader was awesome. I marked this book up a ton (and couldn't fit all of it on this book review)