



Book Review

TITLE:

Radical Candor

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?

A colleague talked about the Radical Candor model and I was intrigued. I thought it would be useful for the leadership course I was teaching.

A-HA MOMENTS

What a-ha moments did you have when reading?

- Rock Stars vs Superstars. We tend to reward and recognize Superstars but Rock Stars are just as important as we need that steady state support too.
- Listen with the intent to understand, not to respond.

QUESTIONS

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

- How does Radical Candor work for women with gender bias? Are they able to be honest in the same way as men? Are they able to more naturally care personally?
- How can I implement or use the "Get Stuff Done" wheel (p. 81)

CONNECTIONS

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

- Clear is Kind (Brene Brown). You can be clear and kind (and have a moral obligation to do so)
 - In order to deliver Radical Candor, you need to care personally which fits in with trust and vulnerability (Patrick Lencioni & Brene Brown)
- Adapt your style to other people's (DISC would be handy here)

ACTIONABLE IDEAS

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

- Ask people for feedback on you ("Is there anything I could do or stop doing that would make it easier to work with me?" Fred Kofman Conscious Business author)
- Give feedback using Situation, Behaviour, Impact model (describe each of these for the behaviour/event you want to give feedback on)
- Never let people talk about each other behind their back. If someone starts to complain about someone else, ask them to address it directly or offer to facilitate a meeting.

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 was a great book and full of good advice and ideas even beyond the feedback model she presents. I loved the Rock Star/Superstar section and I had never thought of it like that. I think she has a TED Talk of sorts and so I would like to watch that. I'm not sure if she's written other books, but I'd like to look into it and I would read other stuff of hers.