



Give and Take: Why Helping Others Drives Our Success

By Adam M. Grant

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A groundbreaking look at why our interactions with others hold the key to success, from the bestselling author of *Originals*

For generations, we have focused on the individual drivers of success: passion, hard work, talent, and luck. But in today's dramatically reconfigured world, success is increasingly dependent on how we interact with others. In *Give and Take*, Adam Grant, an award-winning researcher and Wharton's highest-rated professor, examines the surprising forces that shape why some people rise to the top of the success ladder while others sink to the bottom. Praised by social scientists, business theorists, and corporate leaders, *Give and Take* opens up an approach to work, interactions, and productivity that is nothing short of revolutionary.

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Give and Take: Why Helping Others Drives Our Success By Adam M. Grant Bibliography

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Editorial Review

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An academic, Grant explains that added to hard work, talent, and luck, highly successful people need the ability to connect with others. We learn givers give more than they get, takers get more than they give, and matchers aim to give and get equally; all can succeed. The author's aim is to explain why we underestimate the success of givers, to explore what separates giver champs from chumps, and what is unique about giver success. Emphasis on teams and the rise of the service sector offers givers access to opportunities that takers and matchers often miss. In the first section, the author explains his principles of giver success, and, in the second part, with insightful stories he explores the costs of giving and how givers can protect themselves against burnout and becoming pushovers; helping others does not compromise success. Grant concludes with his hope that this book will provide his young daughters' generation with a new perspective on success. A worthy goal for this excellent book. --Mary Whaley

Review

"*Give and Take* just might be the most important book of this young century. As insightful and entertaining as Malcolm Gladwell at his best, this book has profound implications for how we manage our careers, deal with our friends and relatives, raise our children, and design our institutions. This gem is a joy to read, and it shatters the myth that greed is the path to success."

—**Robert Sutton, author of *The No *sshole Rule* and *Good Boss, Bad Boss***

"*Give and Take* is a truly exhilarating book—the rare work that will shatter your assumptions about how the world works and keep your brain firing for weeks after you've turned the last page."

—**Daniel H. Pink, author of *Drive* and *A Whole New Mind***

"*Give and Take* is brimming with life-changing insights. As brilliant as it is wise, this is not just a book—it's a new and shining worldview. Adam Grant is one of the great social scientists of our time, and his extraordinary new book is sure to be a bestseller."

—**Susan Cain, author of *Quiet***

"*Give and Take* cuts through the clutter of clichés in the marketplace and provides a refreshing new perspective on the art and science of success. Adam Grant has crafted a unique, 'must have' toolkit for accomplishing goals through collaboration and reciprocity."

—**William P. Lauder, Executive Chairman, The Estée Lauder Companies Inc.**

"*Give and Take* is a pleasure to read, extraordinarily informative, and will likely become one of the classic books on workplace leadership and management. It has changed the way I see my personal and professional relationships, and has encouraged me to be a more thoughtful friend and colleague."

—**Jeff Ashby, NASA space shuttle commander**

"With *Give and Take*, Adam Grant has marshaled compelling evidence for a revolutionary way of thinking about personal success in business and in life. Besides the fundamentally uplifting character of the case he makes, readers will be delighted by the truly engaging way he makes it. This is a must read."

—**Robert Cialdini, author of *Influence***

"*Give and Take* is a brilliant, well-documented, and motivating debunking of 'good guys finish last'! I've

noticed for years that generosity generates its own kind of equity, and Grant's fascinating research and engaging style have created not only a solid validation of that principle but also practical wisdom and techniques for utilizing it more effectively. This is a super manifesto for getting meaningful things done, sustainably."

—**David Allen, author of *Getting Things Done***

"Packed with cutting-edge research, concrete examples, and deep insight, *Give and Take* offers extraordinarily thought-provoking—and often surprising—conclusions about how our interactions with others drive our success and happiness. This important and compulsively-readable book deserves to be a huge success."

—**Gretchen Rubin, author of *The Happiness Project* and *Happier at Home***

"One of the great secrets of life is that those who win most are often those who give most. In this elegant and lucid book, filled with compelling evidence and evocative examples, Adam Grant shows us why and how this is so. Highly recommended!"

—**William Ury, coauthor of *Getting to Yes* and author of *The Power of a Positive No***

"Good guys finish first—and Adam Grant knows why. *Give and Take* is the smart surprise you can't afford to miss."

—**Daniel Gilbert, author of *Stumbling on Happiness***

"*Give and Take* is an enlightening read for leaders who aspire to create meaningful and sustainable changes to their environments. Grant demonstrates how a generous orientation toward others can serve as a formula for producing successful leaders and organizational performance. His writing is as engaging and enjoyable as his style in the classroom."

—**Kenneth Frazier, Chairman, President, and CEO of Merck & Co.**

"In this riveting and sparkling book, Adam Grant turns the conventional wisdom upside-down about what it takes to win and get ahead. With page-turning stories and compelling studies, *Give and Take* reveals the surprising forces behind success, and the steps we can take to enhance our own."

—**Laszlo Bock, Senior Vice President of People Operations, Google**

"*Give and Take* dispels commonly held beliefs that equate givers with weakness and takers with strength. Grant shows us the importance of nurturing and encouraging prosocial behaviors."

—**Dan Ariely, author of *Predictably Irrational***

"*Give and Take* defines a road to success marked by new ways of relating to colleagues and customers as well as new ways of growing a business."

—**Tony Hsieh, CEO, Zappos.com and author of *Delivering Happiness***

"A milestone! Well-researched, generous, actionable and important. Adam Grant has given us a gift, a hard-hitting book about the efficacy of connection and generosity in everything we do."

—**Seth Godin, bestselling author of *The Icarus Deception* and *Tribes***

"*Give and Take* will fundamentally change the way you think about success. Unfortunately in America, we have too often succumbed to the worldview that if everyone behaved in their own narrow self-interest, all would be fine. Adam Grant shows us with compelling research and fascinating stories there is a better way."

—**Lenny Mendonca, Director, McKinsey & Co.**

“Adam Grant, a rising star of positive psychology, seamlessly weaves together science and stories of business success and failure, convincing us that giving is in the long run the recipe for success in the corporate world. En route you will find yourself re-examining your own life. Read it yourself, then give copies to the people you care most about in this world.”

—**Martin Seligman, author of *Learned Optimism* and *Flourish***

“*Give and Take* presents a groundbreaking new perspective on success. Adam Grant offers a captivating window into innovative principles that drive effectiveness at every level of an organization and can immediately be put into action. Along with being a fascinating read, this book holds the key to a more satisfied and productive workplace, better customer relationships, and higher profits.”

—**Chip Conley, Founder, Joie de Vivre Hotels and author, *Peak and Emotional Equations***

“*Give and Take* is a game changer. Reading Adam Grant's compelling book will change the way doctors doctor, managers manage, teachers teach, and bosses boss. It will create a society in which people do better by being better. Read the book and change the way you live and work.”

—**Barry Schwartz, author of *The Paradox of Choice* and *Practical Wisdom***

“*Give and Take* is a new behavioral benchmark for doing business for better, providing an inspiring new perspective on how to succeed to the benefit of all. Adam Grant provides great support for the new paradigm of creating a ‘win win’ for people, planet and profit with many fabulous insights and wonderful stories to get you fully hooked and infected with wanting to give more and take less.”

—**Jochen Zeitz, former CEO and chairman, PUMA**

“*Give and Take* is a real gift. Adam Grant delivers a triple treat: stories as good as a well-written novel, surprising insights drawn from rigorous science, and advice on using those insights to catapult ourselves and our organizations to success. I can't think of another book with more powerful implications for both business and life.”

—**Teresa Amabile, author of *The Progress Principle***

“Adam Grant has written a landmark book that examines what makes some extraordinarily successful people so great. By introducing us to highly-impressive individuals, he proves that, contrary to popular belief, the best way to climb to the top of the ladder is to take others up there with you. *Give and Take* presents the road to success for the 21st century.”

—**Maria Eitel, founding CEO and President of the Nike Foundation**

“What *The No *sshole Rule* did for corporate culture, *Give and Take* does for each of us as individuals. Grant presents an evidence-based case for the counterintuitive link between generosity and finishing first.”

—**Douglas Stone and Sheila Heen, coauthors of *Difficult Conversations***

“Adam Grant is a wunderkind. He has won every distinguished research award and teaching award in his field, and his work has changed the way that people see the world. If you want to be surprised—very pleasantly surprised—by what really drives success, then *Give and Take* is for you. If you want to make the world a better place, read this book. If you want to make your life better, read this book.”

—**Tal Ben-Shahar, author of *Happier***

“In an era of business literature that drones on with the same-old, over-used platitudes, Adam Grant forges brilliant new territory. *Give and Take* helps readers understand how to maximize their effectiveness and help others simultaneously. It will serve as a new framework for both insight and achievement. A must read!”

—**Josh Linkner, founder of ePrize, CEO of Detroit Venture Partners, and author of *Disciplined***

Dreaming¶

From the Hardcover edition.

From the Inside Flap

Recognition for *Give and Take*:

- Amazon's best books of 2013
- *Financial Times* books of the year
- *Wall Street Journal* favorite books of 2013
- *Oprah*'s riveting reads
- *Fortune* must-read business books
- *Washington Post* books every leader should read
- Apple iTunes best of 2013
- *Inc.*'s best books for entrepreneurs
- Amazon customer favorites: one of the top 100 print books of 2013
- Translated into two dozen languages

Users Review

From reader reviews:

Curtis Russell:

Why don't make it to become your habit? Right now, try to prepare your time to do the important take action, like looking for your favorite guide and reading a reserve. Beside you can solve your trouble; you can add your knowledge by the book entitled Give and Take: Why Helping Others Drives Our Success. Try to the actual book Give and Take: Why Helping Others Drives Our Success as your good friend. It means that it can for being your friend when you truly feel alone and beside associated with course make you smarter than ever before. Yeah, it is very fortunated for yourself. The book makes you much more confidence because you can know almost everything by the book. So , let me make new experience in addition to knowledge with this book.

Howard Martinez:

The particular book Give and Take: Why Helping Others Drives Our Success has a lot info on it. So when you check out this book you can get a lot of benefit. The book was published by the very famous author. This articles author makes some research just before write this book. This particular book very easy to read you can find the point easily after reading this article book.

Sandra Davis:

The reason why? Because this Give and Take: Why Helping Others Drives Our Success is an unordinary book that the inside of the e-book waiting for you to snap that but latter it will shock you with the secret that inside. Reading this book adjacent to it was fantastic author who have write the book in such remarkable way

makes the content within easier to understand, entertaining way but still convey the meaning totally. So , it is good for you for not hesitating having this any longer or you going to regret it. This book will give you a lot of benefits than the other book possess such as help improving your ability and your critical thinking technique. So , still want to hold off having that book? If I ended up you I will go to the guide store hurriedly.

Katherine Khan:

Is it you who having spare time in that case spend it whole day by simply watching television programs or just laying on the bed? Do you need something totally new? This Give and Take: Why Helping Others Drives Our Success can be the respond to, oh how comes? A fresh book you know. You are consequently out of date, spending your time by reading in this new era is common not a geek activity. So what these ebooks have than the others?

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