



Inteligencia Emocional

RESILIENCIA



Resiliencia (Serie Inteligencia Emocional de HBR)

Daniel Goleman , Harvard Business Review , Jeffrey A. Sonnenfeld , Shawn Achor

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¿Cómo hacen algunas personas para superar con entereza las adversidades de la vida, las crisis profesionales o, incluso, graves traumas personales? Este libro revela los rasgos sobresalientes de aquellos que salen fortalecidos de los desafíos, ayuda a entrenar el cerebro para soportar las tensiones de la vida diaria y proporciona un método para rehacer eficazmente una carrera profesional. Este título incluye artículos de: Daniel Goleman, Jeffrey A. Sonnenfeld y Shawn Achor.

La serie Inteligencia Emocional de HBR ofrece una selección de lecturas inteligentes y esenciales sobre los aspectos humanos de la vida profesional extraídas de artículos de la Harvard Business Review. Cada libro de esta serie presenta investigaciones contrastadas que muestran cómo las emociones intervienen en nuestra vida laboral. Además, ofrece consejos prácticos para coordinar a equipos y gestionar situaciones conflictivas, y textos estimulantes que ayudan a conseguir el bienestar emocional en el trabajo. Inspiradores y prácticos, estos libros definen las habilidades sociales que cualquier profesional debe dominar.

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Joy says

Disappointing. The book has 6 essays. #1 and #6 were 3 stars, and the essays in between were really fairly poor. I was screening this book with hopes of reading it together with coworkers, but all in all this book is not up to typical HBR standards. I won't be reading this book with coworkers, and I can't recommend it to friends.

Barry says

I received a free ARC of this via Netgalley.

I was a little disappointed with this book. Harvard Business Review are collating articles around grouped emotional intelligence / soft skills and packaging them into groups. This book focuses on the theme of Resilience and contains six articles previously published in Harvard Business Review.

I was quite looking forward to reading this book as I think Resilience is an important area of study, yet I still think much of it is based on assumption. Whilst I do agree that individuals have the capacity and ability to reframe what happens to them in their lives I think much Resilience literature falls into 'toughen up' or 'you can control your response to things that happen'. In other words it has an underpinning that if one is not resilient it is kind of the individuals fault. It almost ignores mental health as though it is something caused entirely by the individual and their capacity to cope. I do think there is something in general Resilience literature and that we do have capacity to respond to setbacks, however promoting Resilience over ethical behaviour at work or in society should never take place. Likewise, we should never have an acceptance of bad things that happen. We should be able to kick back and scream and say, 'it is not okay'.

The first article by Diane Couto entitled 'How Resilience Works' gets us off to a disappointing start. Couto presents a number of assumptions based on how resilience works and presents a case based on anecdotal evidence. I felt like I was reading ideas presented as truths without anything underpinning them bar, 'because someone said so'. I did think there was an interesting idea about accepting the reality of a current situation rather than being super positive and hoping that positivity itself will drive a problem away. I think being grounded as to the reality of anything is something that has helped me in the past.

The second article by Daniel Goleman was one I was looking forward to. I have read Goleman before and whilst he can be a little technical with some of his content regarding the brain he is well worth reading. This is a really short article about meditation and how to do it. What is good here is that some of the science behind activity in the brain is explored. If you know how to meditate one could skip this.

David Kopans presents some ideas based on the business world of how one could become more resilient. There are some nice ideas in here, based on creating a tool kit to improve one's resilience. One or two of these seem more useful, I don't think I'm the intended audience so the presentation didn't click with me but there are some good suggestions.

Sheila Heen and Douglas Stone present an interesting article on finding the coaching in criticism. This

review is perhaps not the best place for some of my criticism as I would challenge some of the fundamental assumptions in the article. It argues that performance reviews linked to pay or measuring individual metrics are necessary and that we need to be 'scored' as well as coached with constructive feedback. It then states that in many businesses appraisals rarely happen. We need to challenge the notion that an annual performance review is the way to manage performance! We need to move away from linking performance reviews to pay. If my pay will be impacted during the review how can I a) be honest about performance and perceived areas of improvement and b) reflect upon feedback without thinking about my pay packet first.

If businesses kept pay with pay and performance and feedback together I am certain that businesses would improve and people would be happier working in them. I really like the perspectives of the authors when they explore ideas as to what the perspectives of the recipients of feedback could be and what impacts it. Likewise, I really like the ideas presented how people could reflect on their feedback and chose how to use it (accepting initial difficult messages or rejecting feedback without basis). Probably the most interesting article in the book and one which has practical application.

Jeffrey Sonnerfield and Andrew Ward present an article about great leaders and how they bounce back. This was by far the worst article in the book which I had fundamental problems with. First of all, some of their articles praising 'great leaders' who have come back range from people I consider to be war criminals to convicted criminals. There is praise for some unethical behaviour (if you want to succeed 'get your story out' after a setback - even if you are subsequently found to be a criminal). I was quite offended by some of the text in here. It's also pitched at CEO's and will have limited value to anyone who is not a CEO. The people referenced in this article should not be referred to as 'heroes'. Narcissists perhaps?

We end with Shawn Achor and Michelle Gielan's article about rest and recovery. There are some very smart distinctions made about the difference between not working and rest, as well as recovery and rest. It makes a strong case that working longer and harder and toughening up is counter productive. What a difference from the last article that promotes the great (wo)man theory of leadership! Being resilient includes saying no and taking time out. Good article.

There isn't much in this volume to those who are familiar with resilience concepts. As an introduction to the subject it may have some value. Some of the articles are of more use to a wider audience than others

Hamza Ouzzi says

Perfect book for the left sided people in brain matters. Straight to the point with practical steps and relevant examples to build and maintain resilience.

Most, if not all, of what's revealed in this book is based on scientific research and is presented in a scientific way, which makes following the arguments clear and easy.

Talia says

The 45th book I've read this year...

MU says

Liked it

Gives you a grip about the concept of resilience with useful suggestions, without the need to read more about it (although you might end up reading more anyway.)

Said AlMaskery says

A collection of few articles on Resilience. This book is not a self-help book, but rather an academic and practical summary of what resilience is from a business perspective. It also gives some guidance on how to bounce back when you come to a situation where everything you have built is collapsing.

This small book is a good reminder of something very powerful; life goes on despite the challenges, and it is we who decide if want to stand up again or remain laying on the ground.

"Whatever the arena in which your recovery takes shape, the important thing to remember is that we all have choices in life, even in defeat".

Erkin Unlu says

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Greg says

The book is a compilation of articles published in Harvard Business Review. The selection of the articles is good enough to convey the importance of the subject of resilience. However, I think it would add more value that this book is not just a mere compilation but also an analysis of the content of those articles.

While the articles convey the messages clearly, it would be great if there is compare and contrast in the subject at hand.

Jasmaine Q says

read this in one night--it is a quick read. the essay collection is an insightful one. my favorite lessons learned from this book:

-practice the mundane things everyday because when you're under pressure, those mundane things are what will hold you up. in order for creativity to flourish, there needs to be a basic, strong scaffolding that can survive any pressure.

-"find the coaching in criticism" is the lesson I learned and also the title of the essay. i thought this was the

most helpful essay in the book because while it would be nice to restructure the way others communicate, it is much more practical and immediate to understand how you can filter through others' sometimes poorly communicated messages in order to see if anything is helpful for you. it's just an easier way to live. in this essay, the author outlined exactly why criticism hurts us so much and how we can use emotional strategies to glean, shelf, or discard the information.

*as a note, this book was very matter of fact. i'm a big fan of books that get straight to the point especially when it comes to self-development genre. Great stuff.

Mary Ann says

3.5 stars. I found section 2, 4, and 6 most applicable to my professional world. The concepts are helpful. The other half of the book was a sharing of stories of those that bounced back from personal and professional setbacks. I was looking for more in this book and found it lacking. The book was a short and quick read.

Siddharth Sharma says

HBR collections are generally good reads - strong analysis-backed perspectives and take an academic view of the topic. I liked #4 and #6 the most. - former is about how to give and take feedback at work, latter about how resilience doesn't mean working non-stop, without breaks. the book is just a hundred pages, perfect for an in-flight read.

Ashley says

So I bought a business book. And I read it.

The airport bookstore had a section of Harvard Business Review essays and the Emotional Intelligence topics were actually of interest. Since I've never taken a business class and I'm part of a growing company with growing numbers and departments and personalities, it grabbed my attention.

The essays were excellent, even if a couple could have been longer. The article on CEOs picking up the pieces after a public firing didn't really fit with the others, which were applicable to all levels of business.

Melissa says

If one thinks, "Oh, great. Another business-oriented book on resilience" when coming across this book, I'd like to respectfully disagree. The collection of chapters - each written by a different author - utilizes examples of real-life scenarios intertwined with highly respected (and proven) theories and philosophies ranging from elements of Stoicism to the master of resilience himself: Viktor Frankl. It's a short, easy read that quickly gets its strong point across.

