

# BOOK STUDY GUIDE

Reality-Based Rules of the Workplace: Know What Boosts Your Value, Kills Your Changes, and Will Make You Happier

## QUESTIONS

Which one of the 5 Rules of the Workplace resonates the most with you? Why?

Define a “valuable” employee?

How might a valuable employee differ from a highly skilled employee? Are there similarities?

What emotionally expensive behaviors do you see in our organization?

What emotionally expensive behaviors do you see in your department?

As an organization, what realities are we arguing with?

Honestly, what was your employee value number?

Given that 83% of takers usually score negatively, what do you think of your result?

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In which area(s) of your work and life are you currently frustrated? Are there any people (or teams of people) who you find difficult to work with?

How can you be more personally accountable in these areas?

Since reading *Reality Based Rules of the Workplace* have you reframed a story you were telling yourself?

Are you judging more than helping in any areas of your work and life?

High Value Players are able change their beliefs about their bosses when that belief is not serving them well. Is this a strength for you? If so, how are you using your gift? If not, what is your plan to get better in this area?

High value players confront co-worker conflicts and nurture team dynamics. Are these strengths for you? If so, how are you using your gift? If not, what is your plan to get better in this area?

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## DISCUSSION ITEMS

What are your general reactions to *Reality-Based Rules of the Workplace*?

What did you like?

What did you disagree with?

Do you work with any high value players? Share examples.

## PART 1

Discuss Cy's comments regarding the traditional performance review process and our misuse of the tool. Do you agree or disagree?

Cy suggests rating people on subjective items like emotional expensiveness. Do you think this would work in our organization?

What do you think about the concept of the employee owning his or her own outcomes instead of the onus being on the manager?

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## PART 2

Why do you personally think it is so hard to get good, honest and timely feedback?

What have you done to change this?

How do we professionally handle co-worker conflicts? Give examples. Are these methods productive? Is there anything that can be done about our methods if they are unproductive?

Would you rather be right or wildly successful? Please discuss your thoughts on this and provide specific examples.

How would you feel if you were a favorite at your office?

How can you be one of the vocal majorities in a positive way more often?

What is a major conflicting goal you have with another person or team? Is there a way to accomplish what you want AND what your partners want?

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Identify at least one challenging relationship you have at work? What are some ways you are co-creating that drama?

## CLOSING

Is there anything in *Reality-Based Rules of the Workplace* that conflicts with your current approach to your position?

Will you make a change to how you think and work after reading this book? Why or why not?

## SHARE YOUR STORY!

Tell us how this book, *Reality-Based Rules of the Workplace*, and the tools to help you live happier and be more valuable at work have made an impact. We'd love to hear from you via our social channels! Be sure to tag us at [@RBLeaders](#) and [@CyWakeman](#) when you post on social.

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