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Pense de novo adam grant grátis

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O custo disso pode ser bem maior do que se imagina.Com ideias ousadas e evidências rigorosas, o psicólogo organizacional Adam Grant investiga neste livro como abraçar a alegria de estar errado, trazer nuances para conversas difíceis e incentivar o aprendizado contínuo.Você vai conhecer excelentes métodos para promover o repensamento, utilizados, por exemplo, por um músico negro que convence supremacistas brancos a abandonar o ódio e um médico que usa seu poder de persuasão para fazer os pais vacinarem seus filhos.Além disso, vai encontrar dicas práticas para ter conversas mais produtivas, mesmo que envolvam vísões de mundo opostas.Pense de novo demonstra com clareza e bom humor que é possível manter a mente aberta sem perder o poder de convencimento nem a autoconfiança. Se conhecimento é poder, saber o que não sabemos é sabedoria. Titulo:Pense de Novo Subtitulo:O Poder de Saber o que Você Não SabeAutor(es):Adam GrantAno de Edição:2021Capa:Brochura Acabamento:Laminação Fosca com VernizLocalizadoMúlio:Papel Pólen Páginas:304 páginasDimensões:Altura: 16 cmLargura: 23 cmProfundidade: 1.8 cmPeso:0.480 g.ISBN:9786555641868Editora:Sextante40% OFFNovo Dicionário Internacional de Teologia do novo Testamento | Verlyn D. Verbrugge40% OFFO Novo Comentário Bíblico | Antigo e Novo Testamento43% OFFUm Novo Dia, Um Novo Você | Joyce Meyer55% OFF500 Adesivos Bíblicos | Novo Testamento40% OFFA Espiral Hermenêutica | Grant R. Osborne40% OFFEstudo Bíblico Expositivo | Novo Testamento40% OFFO que é preciso saber para entender a Bíblia | Antigo e Novo Testamento40% OFFNovo Dicionário Internacional de Teologia do novo Testamento | Verlyn D. Verbrugge40% OFFO Novo Comentário Bíblico | Antigo e Novo Testamento43% OFFUm Novo Dia, Um Novo Você | Joyce Meyer55% OFF500 Adesivos Bíblicos | Novo Testamento40% OFFA Espiral Hermenêutica | Grant R. Osborne40% OFFEstudo Bíblico Expositivo | Novo Testamento40% OFFO que é preciso saber para entender a Bíblia | Antigo e Novo Testamento40% OFFO que é preciso saber para entender a Bíblia | Antigo e Novo Testamento40% OFF — Daniel Kahneman, autor de Rápido e devagar "Leitura obrigatória para quem quer criar mesmo de verdade." — Bill Gates, sobre em casa, no trabalho ou na escola." Bill GatesAdam Grant examina a crucial arte de repensar: aprender a questionar nossas opiniões e a abrir a mente das outras pessoas, o que pode nos levar à excelência no trabalho e à sabedoria na vida. A inteligência geralmente é vista como a capacidade de pensar e aprender, mas em um mundo em rápida mudança, há outro conjunto de habilidades cognitivas que podem ser mais importantes: a capacidade de repensar e desaprender. A maioria das pessoas prefere o conforto da convicção ao desconforto da dúvida. Em geral só damos ouvidos às opiniões que confirmam as nossas, descartamos ideias que nos façam pensar muito e vemos o desacordo como uma ameaça. O custo disso pode ser bem maior do que se imagina. Com ideias ousadas e evidências rigorosas, o psicólogo organizacional Adam Grant investiga neste livro como abraçar a alegria de estar errado, trazer nuances para conversas difíceis e incentivar o aprendizado contínuo. Você vai conhecer excelentes métodos para promover o repensamento, utilizados, por exemplo, por um músico negro que convence supremacistas brancos a abandonar o ódio e um médico que usa seu poder de persuasão para fazer os pais vacinarem seus filhos. Além disso, vai encontrar dicas práticas para ter conversas mais produtivas, mesmo que envolvam vísões de mundo opostas. Pense de novo demonstra com clareza e bom humor que é possível manter a mente aberta sem perder o poder de convencimento nem a autoconfiança. Se conhecimento é poder, saber o que não sabemos é sabedoria. Categories: Psychology - Psychotherapy portuguese, 2021 epub, 4.10 MB The file will be sent to your email address. It may take up to 5 minutes before you receive it. Your file is in progress Your file is ready to download Sorry, we don't have enough downloads for this file today. Please come back tomorrow or upgrade your account to download up to 500.000+ books. Adam Grant acredita que nossas opiniões e ideias são parte de nossa identidade. Mas, se quisermos ser mais criativos e inovadores, precisamos ser capazes de mudar de ideia e aceitar que estamos errados. Neste livro repleto de que se pode aprender com pessoas como Barack Obama, Bill Gates e Michael Jordan, o autor de Rápido e devagar "Leitura obrigatória para quem quer criar mesmo de verdade." — Daniel Kahneman, autor de Rápido e devagar "Leitura obrigatória para quem quer criar mesmo de verdade." — Bill GatesAdam Grant examina a crucial arte de repensar: aprender a questionar nossas opiniões e a abrir a mente das outras pessoas, o que pode nos levar à excelência no trabalho e à sabedoria na vida. A inteligência geralmente é vista como a capacidade de pensar e aprender, mas em um mundo em rápida mudança, há outro conjunto de habilidades cognitivas que podem ser mais importantes: a capacidade de repensar e desaprender. A maioria das pessoas prefere o conforto da convicção ao desconforto da dúvida. Em geral só damos ouvidos às opiniões que confirmam as nossas, descartamos ideias que nos façam pensar muito e vemos o desacordo como uma ameaça. 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Jump to ratings and reviewsNominee for Readers' Favorite Nonfiction (2021)Think Again is a book about the benefit of doubt, and about how we can get better at embracing the unknown and the joy of being wrong. Evidence has shown that cognitive ability is not the only factor that determines success and that people who are analytical and seek critical feedback lead more productive and innovative teams. New evidence shows us that as a mindset and a skillset, rethinking can be taught and Grant explains how anyone can learn to do it. Section 1 explores why we struggle to think again and how we can learn to do it as individuals, arguing that 'grit' alone can actually be counterproductive. Section 2 discusses how we can help others think again through learning about 'argument literacy'. And the final section 3 looks at how schools, businesses and governments fall short in building cultures that encourage rethinking.In the end, learning to rethink may be the secret skill to give you the edge in a world changing faster than ever. 21k people are currently readingAdam Grant has been Wharton's top-rated professor for 7 straight years. As an organizational psychologist, he is a leading expert on how we can find motivation and meaning, and live more generous and creative lives. He has been recognized as one of the world's 10 most influential management thinkers and Fortune's 40 under 40.He is the #1 New York Times bestselling author of 5 books that have sold millions of copies and been translated into 35 languages: Think Again, Give and Take, Originals, Option B, and Power Moves. His books have been named among the year's best by Amazon, Apple, the Financial Times, and the Wall Street Journal. His New York Times article on languishing is one of the most-shared articles of 2021.Adam hosts WorkLife, a chart-topping TED original podcast. His TED talks on original thinkers and givers and takers have been viewed more than 30 million times. He received a standing ovation at TED in 2016 and was voted the audience's favorite speaker at The Nantucket Project. His speaking and consulting clients include Google, the NBA, Bridgewater, and the Gates Foundation. He writes on work and psychology for the New York Times, has served on the Defense Innovation Board at the Pentagon, and has been named Global Leader by the World Economic Forum.He has more than 2 million followers on LinkedIn and ranks among the top 100 people to follow on Twitter.Whenever you think you know something, don't be afraid to re-think it.The end.October 17, 2022In 1931, the philosopher Bertrand Russell wrote that "the fundamental cause of the trouble is that in the modern world the stupid are confident while the intelligent are full of doubt." While this is just as true today as it was in the early twentieth-century, the problem actually runs deeper; almost everyone recognizes arrogance and overconfidence in others—but never in themselves.Since the time of Russell, what's become known as the Dunning-Kruger Effect has been experimentally validated. Research shows—and personal experience confirms—that those who are the least knowledgeable in a subject tend to be the ones who overestimate their own knowledge and abilities, while those that are full of doubt know enough about the topic to better gauge the extent of their ignorance. And so the telltale sign of a lack of knowledge is, paradoxically, arrogance and overconfidence, whereas in those with actual expertise you often see the opposite: humility, doubt, and open-mindedness. Far more people fall on the side of overconfidence. This is due, at least in part, to widespread access to the internet, where people can quickly read articles and watch videos (of varying quality and credibility) on any conceivable topic, creating the impression that one has attained deep knowledge in a subject when only a very superficial understanding has been gained. Overcoming this unfortunate state of affairs is the subject of organizational psychologist Adam Grant's latest book, Think Again, which seeks to show us how to overcome our own unjustified overconfidence by developing the habits of mind that force us to challenge our own beliefs, and then, when necessary, to change them. Grant begins by telling us that when we think and talk, we often slip into the mindset of three distinct professions: preachers, prosecutors, and politicians. We become preachers when the unwarranted strength of our convictions compels us to convert others to our way of thinking; prosecutors when our sole aim is to discredit the beliefs of others; and politicians when we seek to win favors from our voters. The common to these mindsets have in common is the assumption that our beliefs are infallible, and that no one could possibly have anything to teach us. Trapped in the prison cell of our own dogma, we don't set out to learn anything; our job is simply to convert others to our way of thinking because, of course, we are right. These habits of mental imprisonment can happen to anyone at any level of knowledge or experience, and intelligence itself has actually been shown at times to be a disadvantage, as those with high IQs have the most difficulty updating their beliefs. As Dunning himself said, "The first rule of the Dunning-Kruger club is you don't know you're a member of the Dunning-Kruger club." You may think all of your beliefs are correct (otherwise you wouldn't hold them), but there is little doubt that at least some (probably many) of them are false or oversimplified. If your mind remains closed, you'll never discover which of these beliefs require updating. The key question, then, is this: If most of us are unaware of the extent of our own ignorance, how can we hope to overcome our own resistance to change? The first step, as Grant recommends, is to detach your sense of self from any specific beliefs. If you identify with a specific set of fixed core beliefs, you will be far less likely to change your mind in the face of new evidence or better reasoning. Grant recommends instead to ground your sense of self in mental flexibility, taking pride in the fact that you're willing to change your mind and update your beliefs. To achieve this, you must consider all of your beliefs to be provisional hypotheses and then seek to disprove them, in the process becoming more knowledgeable by being wrong more often. Using this approach, you will have discovered the ideal mindset for personal development and learning—not the mindset of a preacher, prosecutor, or politician, but the mindset of a scientist. The scientist, Grant tells us, has one overarching concern: the truth. The individual that adopts a scientific mindset will be equally motivated to challenge their own beliefs as the beliefs of others, testing hypotheses against the evidence and continually updating their beliefs in the process. Of course, as Grant points out, being an actual practicing scientist does not guarantee the adoption of this mindset. There are plenty of dogmatic scientists that don't abide by the principles of their own training. The scientific mindset is not, as Grant is describing it, a mindset adopted by scientists necessarily, but rather the ideal mindset that follows the principles of science as an open-ended pursuit of knowledge that is constantly updated in the face of new evidence. In one interesting study described by Grant (the book is filled with fascinating examples and studies of a similar sort), two groups of entrepreneurs were provided training. One group was taught the principles of scientific thinking while the control group was not. The researchers found that the scientific-thinking group "brought in revenue twice as fast—and attracted customers sooner, too." As Grant wrote:"The entrepreneurs in the control group tended to stay wedded to their original strategies and products. It was too easy to preach the virtues of their past decisions, prosecute the vices of alternative positions, and politick by catering to advisers who favored the existing direction. The entrepreneurs who had been taught to think like scientists, in contrast, pivoted more than twice as often."Individuals that enjoy the prospect of being wrong—and so expand their knowledge more often—tend to be more successful and tend to hold more accurate, nuanced beliefs. It's not that they lack confidence, it's that their confidence is of a different nature. Flexible-minded individuals have confidence in their ability to learn and to unlearn beliefs that are outdated or are no longer serving them well. Their confidence lies in their ability to change and to adapt rather than in strength of their convictions concerning any single set of beliefs. As Nobel Prize-winning psychologist Daniel Kahneman put it, "Being wrong is the only way I feel sure I've learned anything."There is definitely a line to walk, and the reader may wonder just how far they should take this advice. To constantly question your beliefs would result in paralysis by analysis, and at some point one must act on the strength of one's convictions to see the energy and resources invested in the decision through to its fruition. This is surely a balancing act, and while we all have our own blind spots, Grant recommends, in the end, erring on the side of humility and against arrogance, conviction and doubt. There is little question that too many of us tend toward the extreme of overconfidence, and Grant shows us how to become more open-minded and open to new ideas by learning how to "think again" with our own minds. Grant shows us how world-class debaters win debates, how a black musician talked white supremicists out of their bigoted views, and how doctors persuaded anti-vaxxers to get their children immunized. In every case, we learn the same lesson in the art of persuasion: to change someone else's mind, you have to help them find their own internal motivation to change. You can't force someone to change, you can't bludgeon them into submission, and you can't simply bombard them with more information. Change must come from within, and it must be voluntary. Instead, you must ask questions and listen to what the other person has to say. Act as a prosecutor, and people will resent your condescension and will become further entrenched in their original views. Act as a politician, and you're just saying what you think people want to hear. None of these approaches are effective as tools of persuasion. It turns out that your best bet is to adopt, once again, the mindset of a scientist—and to try to get others to do the same. This will transform disagreements from battles to be won and lost into a collaborative pursuit of the truth. The most skilled negotiators, debaters, and persuaders all use similar tactics: they first find common ground and points of agreement, ask more questions to get the other person thinking deeper, present a limited number of stronger points, and introduce complexity into the topic to move the person's thinking away from black-and-white and into shades of gray. It turns out that complexifying the issue is always key. Most people exhibit what psychologists call binary bias, or the "basic human tendency to seek clarity and closure by simplifying a complex continuum into two categories." If you can show people—though the use of skillful questioning—that the topic they think they understand deeply (Dunning-Kruger Effect) is actually far more complex than they originally thought, with more than two distinct positions, then you can plant the seeds of doubt that eventually lead to real change. One example Grant uses is climate change. We tend to think that people fall into one of two categories—climate-deniers or alarmists—when in fact there are six distinct positions people can take from dismissive, doubtful, or disengaged to cautious, concerned, or alarmed—with shades of nuance in between. It's often the recognition of this complexity that can get people talking and engaged in productive debate. In the final part of the book, Grant shows us how to use the skills of rethinking to engage in more productive political debates, to become better teachers, and to create more innovative cultures at work. Grant provides a host of compelling examples, but my favorite is the middle-school history teacher who gets her students to think like scientists by rewriting textbook chapters that failed to cover important historical events in sufficient depth. Her students pick a time period and topic that interests them and then, through independent research, rewrite the textbook chapter, in the process cultivating the skill to always question what they read. This is a far better approach than simply delivering a lecture and forcing students to regurgitate the information on a test. ----Bertrand Russell was once asked in an interview if he was willing to die for any of his beliefs. His response was this: "Of course not. After all, I may be wrong." It's a shame that most people adopt the opposite attitude, and Grant's latest book will go a long way to remedying this. Think Again is a timely exploration of the importance of humility and the capacity to rethink your own positions while helping others do the same. But in the spirit of the book—and to "complexify" the topic—it's worth considering when displaying doubt and humility might actually backfire. Grant wonders this himself, and points out, for example, that displays of doubt and humility have been shown to have negative effects in the workplace in those who have not already established their competence. It can also be less effective when delivering an argument to an audience sympathetic to the speaker's position. Does Grant actually provide enough evidence for his claims? Perhaps not, but he does provide a lot of anecdotal evidence that is persuasive in the depth of its analysis and in the breadth of its examples. Grant seems to assume that most people are willing and able to learn and change when presented with the right information, but this is not always the case. In politics, people have a host of motives when arguing that sometimes have very little to do with the truth: the desire for power, money, influence, and sometimes simply the desire to offend and get a rise out of people. Grant does not cover how to handle these situations—or how to identify them—and it is highly unlikely that the tactics of the book will work in these situations. Additionally, it seems that the masses respond better to confidence when electing political representatives, because we know that Trump was not elected based on his knowledge or competence—and certainly not on his humility. When dealing with bad faith actors, perhaps a good strategy would be to start with a simple question, one Grant mentions in the book: "What evidence would change your mind?" If the answer is "nothing," then it's probably best to walk away. Either way, a chapter or section on bad faith actors and the questions you can ask to identify them would have been a welcome addition to the book. But of course, this book is not the final word on the topic, and Grant wouldn't want it to be. As we gain better evidence and more experience, it's our responsibility to continually rethink and update our beliefs. As Russell said, "If you're certain of anything, you're certainly wrong, because nothing deserves absolute certainty."February 23, 2021Caveat: I'm probably not the target audience for this book. Saw 0 new arguments here, and also saw a lot of badly designed studies being masqueraded as "data-driven proof". Will not recommend - specially if you're an engineer, computer scientist or investor - and are in an environment where you're constantly seeking evidence that you're wrong and that other people are better than you at something. Most of the stuff in this book is what you should do if you're a politician, or a salesperson, or a manipulator, or a parent trying to get your children to do what you want them to do, or a teacher trying to get your students to do what you want them to do. Nothing wrong with that, but it's a different kind of discussion than the one implied by the title. Rather than "how to get other people to change their minds", this is about "how to get other people to change their answers on tests often get it right. That doesn't really explain how that works. Is he saying to choose a random answer, and then change it, and you're likely to get it right? If not, how do you know when to change and when not to change? Do you just change everything? Do you just change everything in the direction that someone else tells you to change it? Is this a political book? Is this a marketing book? Why was Apple so successful? Millennials would say it's because Steve Jobs was a cult leader, and that's a pretty good explanation. Why was Steve Jobs such a cult leader? Because he was very much post hoc reasoning - he would take a scenario, and then explain why it worked or didn't work in hindsight. Also, I think he has a strong epistemological reference point bias, but I'll get to that later.Grant opened the book with a story about fire fighters who died in forest fires which didn't really work with the rest of the book. He followed by discussing studies that showed that people who