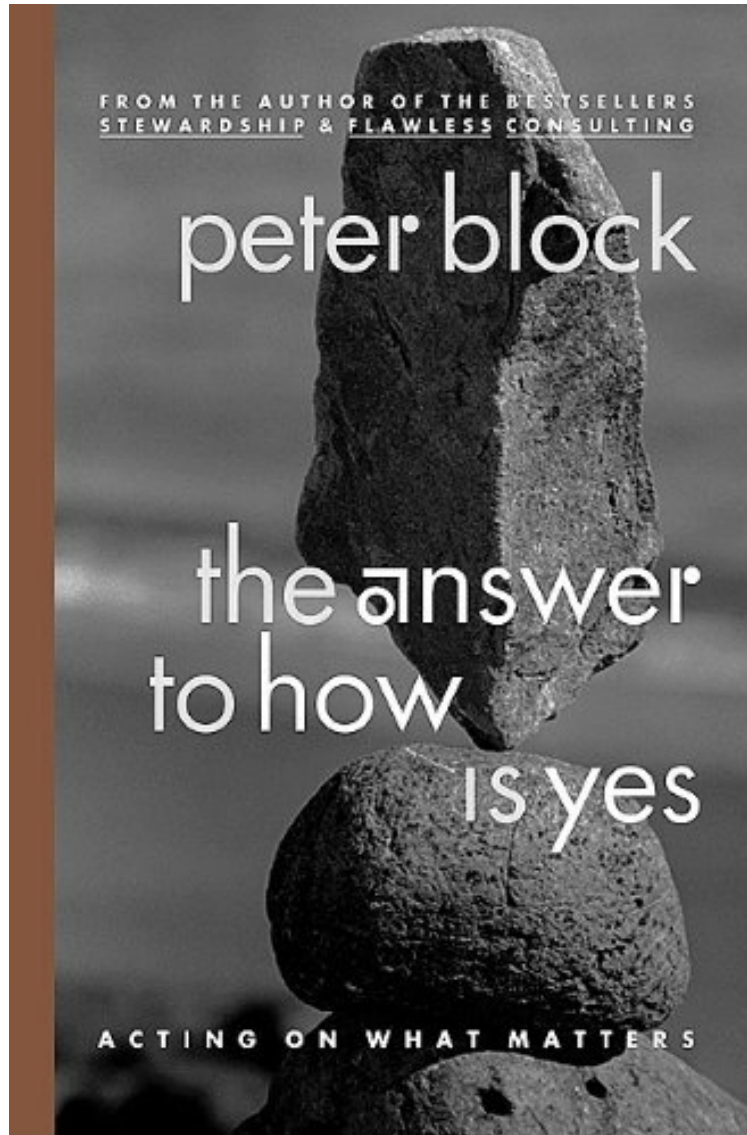


(Get free) The Answer to How Is Yes: Acting on What Matters

## The Answer to How Is Yes: Acting on What Matters

*Peter Block*

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**Peter Block : The Answer to How Is Yes: Acting on What Matters** before purchasing it in order to gage whether or not it would be worth my time, and all praised The Answer to How Is Yes: Acting on What Matters:

17 of 17 people found the following review helpful. Valuable questions, challenging bookBy Andrew AdelmanI read this a couple years back and have returned to it multiple times. I found the work quite thought-provoking, challenging - doesn't provide easy answers rather suggests questions to ask yourself, that may send you in new directions. I found myself agreeing with most of what he says - and while it's not immediately clear how to apply it to my job, career planning, or life in general, life is a journey and the right questions can take you in valuable new directions. Here are the "How" questions Block says people are too quick to focus on, followed by the "Yes questions"

he suggests you think about instead: How question 1: How do you do it? Yes question 1: What refusal have I been postponing? How question 2: How long will it take? Yes question 2: What commitment am I willing to make? How question 3: How much does it cost? Yes question 3: What is the price I am willing to pay? How question 4: How do you get those people to change? Yes question 4: What is my contribution to the problem I am concerned with? How question 5: How do we measure it? Yes question 5: What is the crossroads at which I find myself at this point in my life/work? How question 6: How are other people doing it successfully? Yes question 6: What do we want to create together? Block's basic critique is, people are generally too quick to get to the "how" questions, w/o properly considering what matters/what is really important. Very strong on acting on what matters, not waiting for others or depending on others - what is most important has to come from within. I was wishing for some concrete examples of what it would look like if you acted on this stuff - but Block does note at some point that examples will be of limited use, as the way these precepts are implemented will vary considerably from place to place and person to person (asking for more information is usually just a stalling tactic, a strategy for putting off action). So I continue to be challenged and provoked by these questions.

0 of 0 people found the following review helpful. Confirmation of questions, Manifesto for change By Umesh Vyas Peter Block is a Maister of Masters. His 'Flawless Consulting' is a great educational experience. The Answer to How .... truly shakes and wakes one up to ask the right questions about what matters. I loved this book particularly because it articulated several fundamental questions that were traumatizing me. It was a relief to find Mr. Block raising similar doubts. It was a pleasure to join his quest for discovering directions for resolution. Of particular significance is his placing Idealism, Intimacy, and Depth at the center. The disdain that attempts to practice these three qualities attracts is d-energizing. This book restores the faith. His 'How questions' are what we face - constantly. They have been creating an unease, difficult to fathom, impossible to articulate. Mr. Block's alternatives are 'what matters'. Further, they help conquer externalization of challenges and help pose questions to help one 'be the change you wish to see ...', a Gandhian quest. This book also helps understand the 4 archetypes. I have, mostly, been an 'engineer', partly damned by education. I have known several 'economists'. My 'artistic' skepticism has remained suppressed. Fear of accusations of impracticality, being theoretical, and so on. With this book, my faith is restored. The path to social architecture is clear. This is a very uncomfortable book to digest. It is a mirror that shames us for sacrificing 'what matters' for 'what is pragmatic'. A must-read and a must-apply.

0 of 0 people found the following review helpful. Start your leadership journey here. By Stephen ephenson You will never see your workplace, or yourself, in the same way after reading this book. Take your time with this book. Take notes and add your comments. You will be a better leader and even have a shot at being someone who makes a difference in the world.

Modern culturers' worship of 'how-to' pragmatism has turned us into instruments of efficiency and commerce; but we're doing more and more about things that mean less and less. We constantly ask 'how?' and still struggle to find purpose and act on what matters. Instead of acting on what we know to be of importance, we wait for bosses to change, we seek the latest fad, we invest in one more degree. Asking how keeps us safe; instead of being led by our hearts into uncharted territory, we keep our heads down and stick to the rules. But we are gaining the world and losing our souls. Peter Block puts the 'how-to' craze in perspective and presents a guide to the difficult and life-granting journey of bringing what we know is of personal value into an indifferent or even hostile corporate and cultural landscape. He raises our awareness of the trade-offs we've made in the name of practicality and expediency, and offers hope for a way of life in which we're motivated not by what 'works', but by the things that truly matter in life: idealism, intimacy, depth and engagement.

From Booklist The new approach to change management that is presented here will completely flummox control freaks. Block posits a refreshing series of truths that, if adopted, will transform workplaces into journeys of meaning. The best-selling author of *Flawless Consulting* (1981) and *Stewardship* (1993) insists that we ask the wrong question about accomplishing the important things in our lives, particularly in our place of employment. We too often ask "How?" which focuses too closely on the practical way of getting something done and is actually a subconscious expression of society's emphasis on control of people, time, and cost. Instead, our concentration should be focused on "Why?" In other words, we need to pay attention to what really matters to us personally, from heart-felt commitments in our private lives to the creation of projects in the workplace. To be able to act on what matters, explains Block, we must reclaim specific qualities, such as intimacy and idealism. Then we can tackle purposeful work as if we were social architects seeking engagement and change. Provocative and stimulating reading. Barbara Jacobs Copyright copy; American Library Association. All rights reserved From the Publisher "Once again the best writer on life in the workplace turns conventions on its head. Substituting the why and what questions for the how questions should help all of us experience the freedom, success, growth, love, fun, and beauty in the workplace." —Dennis W. Bakke, President, The AES Corporation "Amazing! Just when I need to open myself to new ways of thinking, Peter Block opens up the next compelling image...the very path I need to explore next. Thank you, Peter, for the questions, paradox, confrontation and ultimately 'answers' that keep me alive and growing." —Kathleen D.

Dannemiller, Dannemiller Tyson Associates, authors of *Whole-Scale Change: Unleashing the Magic in Organizations*

“This is the most important book Block has ever written, and we need to take him seriously (although he is, as always, quite witty.) If enough people say ‘Yes’ to the teachings in this book, we’ll be able to stop floundering toward the future and create lives and work that are meaningful contributions to each other and to the future. Please say ‘yes.’” —Margaret Wheatley, author of *Leadership and the New Science* and *Turning to One Another*

This is a journey of self-discovery much like the *Inward Morning* of Thoreau and in spirit not unlike the *Confessions* of Saint Augustine and Jean-Jacques Rousseau—cast in the contemporary mold of organizational culture. [Block’s] charm lies in his engaging style, seducing you to listen, mesmerized, as did the Sultan to Scheherazade. Here are the brilliant and sensitive ruminations of a wanderer on a journey in search for his voice, only to discover that it is the voice of everyman and everywoman speaking through him.” —Peter Koestenbaum

Philosopher, Consultant, and author of *The Inner Side of Greatness*

About the Author Peter Block is an author, consultant and speaker who helped initiate the interest in empowerment and whose work now centers on ways to bring service and accountability to organizations and communities. He is the author of three best selling books: *Flawless Consulting: A Guide to Getting Your Expertise Used*, Second Edition (1999), *The Empowered Manager: Positive Political Skills at Work* (1987), and *Stewardship: Choosing Service Over Self-Interest* (1993). His most recent book, *Flawless Consulting Fieldbook Companion: A Guide to Understanding Your Expertise*, was released in November 2000. Block has joined with the Association for Quality and Participation to create *The School for Managing Leading Change*. This unique program takes place over several months and is attended by teams from the public and private sector too learn how to redesign their workplace. (For information on the School, call 800-733-3310.) Block is a partner in *Designed Learning*, a training company that offers consulting skills workshops. These workshops were designed by Block to build the skills outlined in his *Flawless Consulting* books. He has received several national awards for outstanding contribution in the field of training and development. He serves on the Boards of Directors of the Association for Quality and Participation and Connecticut Public TV and Radio, and the Advisory Council for Zefer Corporation.