

Insights from Give & Take by Adam Grant

There are three reciprocating styles you can adopt when interacting with other people:

- **Taker** (give only when you expect to receive more in return)
- **Matcher** (give only as much as you expect to receive)
- **Giver** (give more than you expect to receive)

What's the big deal?

"The vast majority of people develop a primary reciprocity style, which captures how they approach most of the people most of the time. And this primary style can play as much of a role in our success as hard work, talent, and luck." - Adam Grant

What can I do about it?

According to a study of 160 Engineers: "the engineers with the lowest productivity are mostly givers. But when we look at the engineers with the highest productivity, the evidence shows that they're givers too. The California engineers with the best objective scores for quantity and quality of results are those who consistently give more to their colleagues than they get. The worst performers and the best performers are givers; takers and matchers are more likely to land in the middle." - Adam Grant

Study after study reveals that Givers finish on top because Givers have stronger networks (people trust and are eager help them), and they inspire highly collaborative teams (team's success = individual success).

- To increase your odds of long-term career success, you must approach most personal interactions with a Givers mindset: be willing to give more than you expect to receive.

However, you'll fall to the bottom of the success ladder if you fail to never say 'no'. Givers who never say 'no' are taken advantage of and eventually burnout. Therefore, a successful Giver routinely asks himself/herself three core questions before giving freely.

