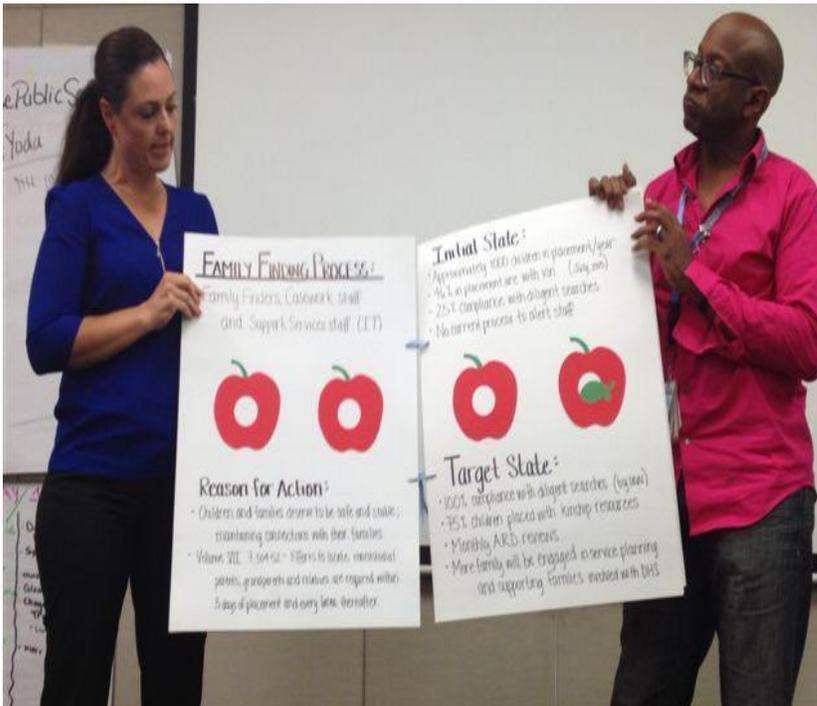


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Giving without Expectation

Do you spend most of your career giving to others, matching only if something is given to you, or taking? This is a tough question to answer honestly and you might be tempted to assume that—in professional life—it’s better to take. We are often taught to place personal drive and development at the forefront of our vision for long-term success.

In his book, *Give and Take: A Revolutionary Response to Success*, author Adam M. Grant presents research to support the opposite. He found that givers achieve the greatest levels of success over a lifetime. It is the people who repeatedly go above and beyond to help others *without* expectation that go the farthest. So where do those good deeds go if not returned? They are usually paid forward. So the giver, in essence, gets more but also makes a far greater impact on the world.



Grant’s research suggests this truth in every occupation—from athletes to CEOs. Those who are willing to give get the most get the most in return. Grant writes:

“This is what I find most magnetic about successful givers: they get to the top without cutting others down, finding ways of expanding the pie that benefit themselves and the people around them.”

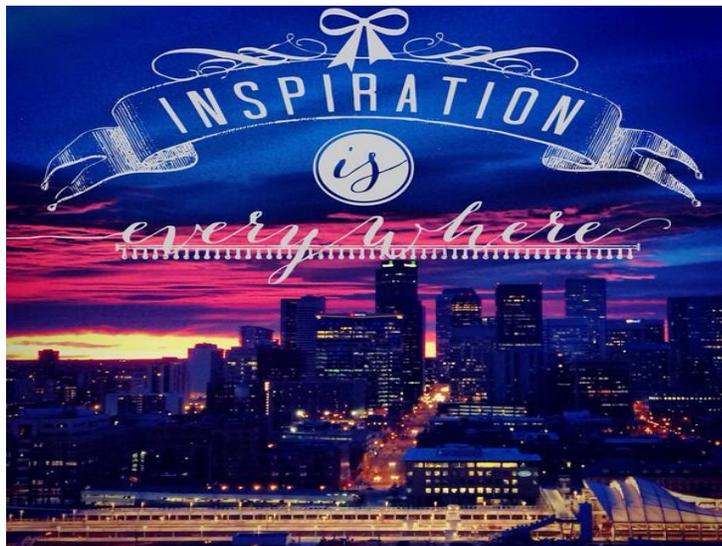
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He continues:

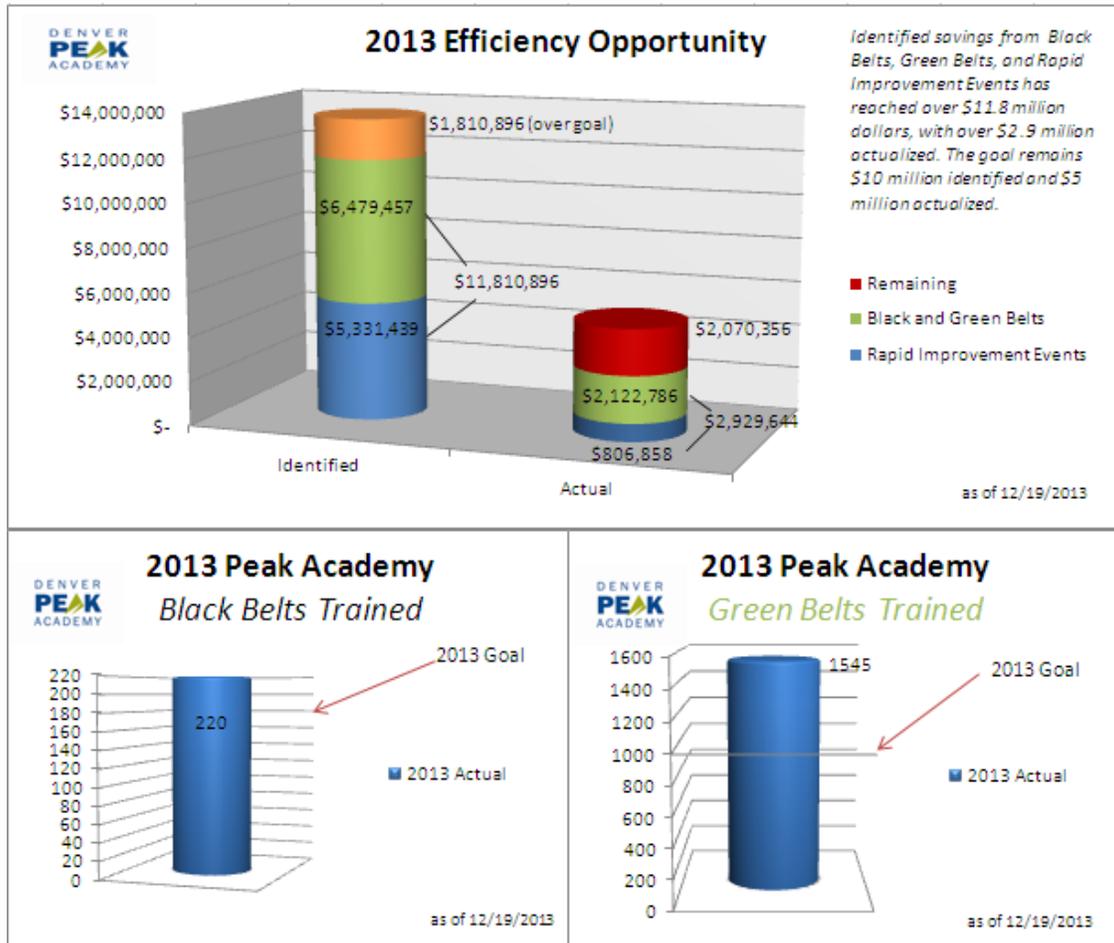
“We spend the majority of our waking hours at work. This means that what we do at work becomes a fundamental part of who we are. If we reserve giver values for our personal lives, what will we be missing in our professional lives? By shifting ever so slightly in the giver direction, we might find our waking hours marked by greater success, richer meaning, and more lasting impact.”

Consider what would happen if we each thought more about someone else’s success and less about our own.

WRITTEN BY MELISSA FIELD



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Upcoming Peak Academy Events

Peak Academy Holiday Innovation Celebration
Friday, December 20, 2013 – Webb 4.F.6 – 2:30-4:30pm