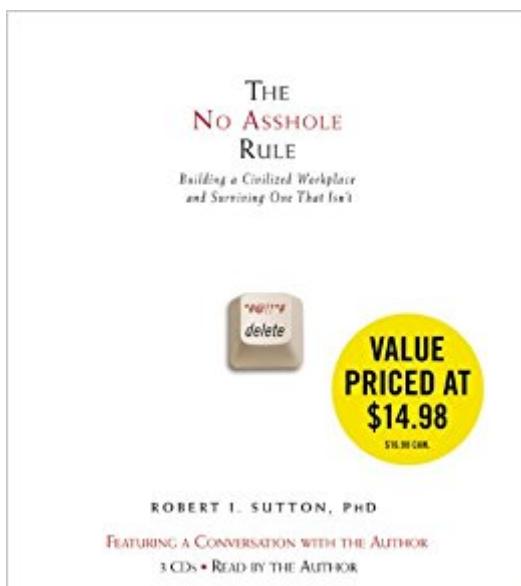


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# The No Asshole Rule: Building A Civilized Workplace And Surviving One That Isn't



## **Synopsis**

The definitive guide to working with -- and surviving -- bullies, creeps, jerks, tyrants, tormentors, despots, backstabbers, egomaniacs, and all the other assholes who do their best to destroy you at work. "What an asshole!" How many times have you said that about someone at work? You're not alone! In this groundbreaking book, Stanford University professor Robert I. Sutton builds on his acclaimed Harvard Business Review article to show you the best ways to deal with assholes...and why they can be so destructive to your company. Practical, compassionate, and in places downright funny, this guide offers: Strategies on how to pinpoint and eliminate negative influences for good; illuminating case histories from major organizations; A self-diagnostic test and a program to identify and keep your own "inner jerk" from coming out. *The No Asshole Rule* is a New York Times, Wall Street Journal, USA Today and Business Week bestseller.

## **Book Information**

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## **Customer Reviews**

Expletive or not, by the end of this book, listeners will be desensitized to the word "asshole," which is said hundreds of times in this audiobook. Sutton's premise seems pretty simple: get rid of arrogant jerks in the work place from every level of an organization. Through each chapter, he explores a different aspect of assholes, from identifying the type to dealing with them to what one should do if they believe they are an asshole to why it may be beneficial to keep one or two around. You'd think with a title like *The No Asshole Rule*, some humor would follow, but that's where the book falters. It's too serious and often too simplistic in its resolutions for curing the asshole problem.

at work. Sutton's reading of his own words lacks conviction. The interview with the author at the end proves interesting since his answers feel more candid than the rehearsed words of the audiobook. Copyright © Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. --This text refers to the Paperback edition.

We all know them or know of them--the jerks and bullies at work who demean, criticize, and sap the energy of others, usually their underlings. It could be the notorious bad boss or the jealous coworker, but everyone agrees that they make life miserable for their victims and create a hostile and emotionally stifling environment. Fed up with how these creeps treat others and poison the workplace, Sutton declares war and comes out calling them exactly what they are--"certified assholes." Caricatured in sitcoms such as *The Office*, these brutes are too often tolerated until irreparable damage is done to individuals and the organization as a whole. Sutton's "no asshole rule" puts a stop to the abuse in no uncertain terms. Similar rules have transformed such companies as JetBlue, the Men's Wearhouse, and Google into shining examples of workplaces where positive self-esteem creates a more productive, motivated, and satisfied workforce. If you have ever been a victim, just reading Sutton's analysis brings calm relief, empowerment, and reassurance that you're not alone. David SiegfriedCopyright © American Library Association. All rights reserved --This text refers to the Paperback edition.

I liked this book overall, not a long read, which is good for me. Great conversation starter wherever I went, the dust jacket was missing (because I bought it used here on ), so it was bare, but the title is on the spine. It's small enough to fit in my purse, but when I laid it on counters, it really drew attention. I thought it provided good insight into why a\*\*holes do what they do, and I liked the distinction between occasional a\*\*holes and the predictable frequent ones. I found it entertaining and found much truth in the coping strategies. I can think of a few of my coworkers who might borrow it. We are surrounded in our workplace.I didn't think it deserved the one star ratings, but to each his/her own.

Very good book about dealing / understanding difficult people and how not to let it effect you and your behavior. Also makes you more aware of your own behavior and how it is perceived.

The book laid out basic principles for managing your own workplace behavior and for coping with the behavior of others. The author provides context around why people behave (or misbehave) as

they do. There are no miracle solutions, but one of the clearest messages in the book is to remember that you don't have to live with this kind of behavior.

Everybody knows the abuse-of-power types that this book outlines. Too often companies/cultures put the onus on victims to adapt, and get-along. What that approach does is allow managers to NOT do their jobs - and that is to confront dysfunctional behaviors clearly and directly. Dr. Sutton takes a no holds barred approach to defining culture up front. Letting the community know what is and is not acceptable behavior. I wish that he would create a study of companies that are this direct in dealing with behavioral problems, bring the concept along further with specifics of what works and what doesn't. The "avoidance approach" clearly is not a true solution, but as he states in the book if management will not address the organization's asses, and you want to keep your job, it is the best option sometimes. A few times in my life I've worked in environments where the assholes have kissed upward so much that they are well connected. And poorly skilled career bureaucrats looking to keep their position, single these emotionally inept people out as stars to be heralded - because heralding a well connected asshole makes you an ally. In each of those situations, I've watched the best people move on, managerial incompetence thrive, motivation deteriorate, and a fairyland scenario of pretending flourish. What a sad state of affairs that leads to. Bringing the difficult concept of an actual asshole present in the mix, naming what is unspoken, is an essential element in this work. Further development of the idea, refinement of behavioral understanding could only continue to develop greater awareness of truly sly assholes that are skilled to be non-confrontational to those above them and non-approachable to those below. A meeting with such people present vs. absent is like day and night. Personally experiencing this, I saw groups transformed from demotivated-lackluster-lifeless chair slugs to excited-active-contributors. Such culturally (negatively) controlling individuals cost an organization far more than can ever be measured. The book is worth the read if only for the stories. But, the principles, the validation, are the real meat and potatoes. HIGHLY RECOMMENDED, and if you can't gift it directly, then throw a few copies into envelopes and drop them in your managements' mailboxes. It's about time the pretending to be nice facade gives way to true comprehension of what civility is, and the complete disregard for it will not be tolerated.

Everybody needs this one!

I use this for professional development of my subordinate leaders. So far, so good. Its a great

reminder that leadership does not have to be toxic.

Easy to read. A lot of common sense. All company managers should read this book. It tells you how to deal with bullies, and how not to become one.

This book nails the topic of why we have problems in the workplace. I tried to write another review but was not allowed to use the A word in it, very ironic. But that is the whole point of this book, if you want to stop having A holes work in your company, destroying productivity, lowering morale, creating problems, and overall making life a living heck, than stop hiring A holes. Who knew it could be so freaking simple?

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