

Obrigado pelo feedback Baixar (PDF or ePub) Sheila Heen & Douglas Stone GRATIS



Douglas Stone e Sheila Heen nos ensinam a tirar o melhor dos comentários de chefes, colegas de trabalho, parceiros e amigos com ferramentas simples e modernas. Recebemos feedback todos os dias, de amigos, familiares, chefes e até estranhos. Sabemos que ele é essencial para o desenvolvimento profissional e para manter as relações saudáveis, mas nós frequentemente o rejeitamos. Queremos aprender e crescer, mas também buscamos ser aceitos e respeitados. Obrigado pelo feedback aborda essa tensão diretamente. Douglas Stone e Sheila Heen argumentam que, embora o mundo dos negócios gaste bilhões de dólares todo ano ensinando às pessoas como dar feedback de modo mais efetivo, estamos operando no polo errado: o mais inteligente é educar os receptores — tanto no trabalho quanto nas relações pessoais. São eles, afinal, que interpretam o que estão ouvindo e decidem se e como mudar. De maneira bem-humorada e lúcida, os autores nos ensinam a aceitar a enxurrada de comentários, avaliações e conselhos não solicitados com interesse e leveza e nos ajudam a aprender

efetivamente com qualquer pessoa. Este livro está destinado a se tornar um clássico no mundo da liderança, comportamento organizacional e educação.

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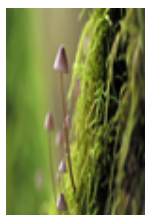
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[PDF] Taoist tactics(3)



<http://new.beebok.info/br-1457494883/taoist-tactics-3.html>

The Avenue is ruthless. Whether you are the supreme golden fairy gathered in three flowers or the common people who have no way of doing anything, you can't escape the fate of ashes and smoke. Every secular person lives a chaotic life, ignorant and mindless, but envies the immortality of the monk,...

[PDF] Immortal horizontal(1)



<http://new.beebok.info/br-1457491432/immortal-horizontal-1.html>

Rain slowly drifted down from the blurred and distant horizon, along the edge of the roadside telephone booth, across a beautiful arc, the sound of the rain crackled. It was not too heavy, but it was the first rain since Tianjin entered that summer, so it was a little precious.

[PDF] Star chart(2)



<http://new.beebok.info/br-1457490085/star-chart-2.html>

The setting sun is setting in the west, and the bright red sunset is hanging quietly at the junction of the water and the sky, emitting a soft light. The sea is very quiet at this moment. Golden sunshine sprinkled on the sea, sparkling waves like golden carp jump waves, layers of overlapping.

[PDF] Adverse weather spectrum(3)



<http://new.beebok.info/br-1457495638/adverse-weather-spectrum-3.html>

A man, a woman, two children, a little taller girl, about eleven or twelve years old, combed three buns, melon face, beautiful; the little boy is smaller, about seven or eight years old, tiger-headed. Both of them carried burdens on their backs, and their faces were gray as if they were traveling...

[PDF] Star chart(1)



<http://new.beebok.info/br-1457489769/star-chart-1.html>

The setting sun is setting in the west, and the bright red sunset is hanging quietly at the junction of the water and the sky, emitting a soft light. The sea is very quiet at this moment. Golden sunshine sprinkled on the sea, sparkling waves like golden carp jump waves, layers of overlapping.

[PDF] Taoist tactics(2)



<http://new.beebok.info/br-1457494653/taoist-tactics-2.html>

The Avenue is ruthless. Whether you are the supreme golden fairy gathered in three flowers or the common people who have no way of doing anything, you can't escape the fate of ashes and smoke. Every secular person lives a chaotic life, ignorant and mindless, but envies the immortality of the monk,...

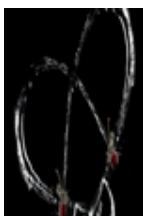
[PDF] Taoist tactics(1)



<http://new.beebok.info/br-1457494322/taoist-tactics-1.html>

The Avenue is ruthless. Whether you are the supreme golden fairy gathered in three flowers or the common people who have no way of doing anything, you can't escape the fate of ashes and smoke. Every secular person lives a chaotic life, ignorant and mindless, but envies the immortality of the monk,...

[PDF] Sky problem(1)



<http://new.beebok.info/br-1457493306/sky-problem-1.html>

It stretches for more than a hundred miles, with thousands of peaks and mountains. It is most precipitous and precipitous. Its main peak falls on the sword cliff, which is like a dragon flying over the sky, standing proudly and piercing the sky. It has a momentum of looking at the world.

[PDF] 9 meses com Maria



<http://new.beebok.info/br-1037582709/9-meses-com-maria.html>

Nesta bela e poética obra, Pe. Luís Erlin propõe uma novena não de nove dias, como de costume, mas de nove meses, acompanhando a gestação de Maria dia após dia. Ao longo das páginas, o autor dá voz a Nossa Senhora e nos convida a gestar...

[PDF] O milagre da manhã



<http://new.beebok.info/br-1155673257/o-milagre-da-manha.html>

Conheça o método simples e eficaz que vai proporcionar a vida dos sonhos — antes das 8 horas da manhã! Hal Elrod explica os benefícios de acordar cedo e desenvolver todo o nosso potencial e as nossas habilidades. O milagre da manhã permite que o leitor...

[PDF] Sky problem(2)



<http://new.beebok.info/br-1457493651/sky-problem-2.html>

It stretches for more than a hundred miles, with thousands of peaks and mountains. It is most precipitous and precipitous. Its main peak falls on the sword cliff, which is like a dragon flying over the sky, standing proudly and piercing the sky. It has a momentum of looking at the world.

[PDF] Furacão Anitta



<http://new.beebok.info/br-1453894390/furacao-anitta.html>

Desde que deixou o Brasil inteiro babando com o Show das Poderosas, Anitta se tornou uma obsessão nacional. Seus cliques quebram a internet, jovens descolados copiam seu estilo e seus passos são seguidos por milhões de fãs, ávidos por qualquer...

[PDF] A sutil arte de ligar o f*da-se



<http://new.beebok.info/br-1293280123/a-sutil-arte-de-ligar-o-f-da-se.html>

Chega de tentar buscar um sucesso que só existe na sua cabeça. Chega de se torturar para pensar positivo enquanto sua vida vai ladeira abaixo. Chega de se sentir inferior por não ver o lado bom de estar no fundo do poço. Coaching, autoajuda, desenvolvimento pessoal,...

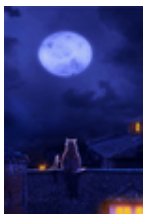
[PDF] Altar Immortals(2)



<http://new.beebok.info/br-1457111270/altar-immortals-2.html>

Halfway up the hill, a teenager in grey clothes was walking slowly down the rugged mountain road with a pile of dry wood on his back. As he walked, he took out a book from his arms and turned it over. He was gradually fascinated by it.

[PDF] Flight Before Fury(2)



<http://new.beebok.info/br-1457131819/flight-before-fury-2.html>

of wandering for ever and the earth again of seed-time, bloom, and the mellow-dropping harvest. And of the big flowers, the rich flowers, the strange unknown flowers.
