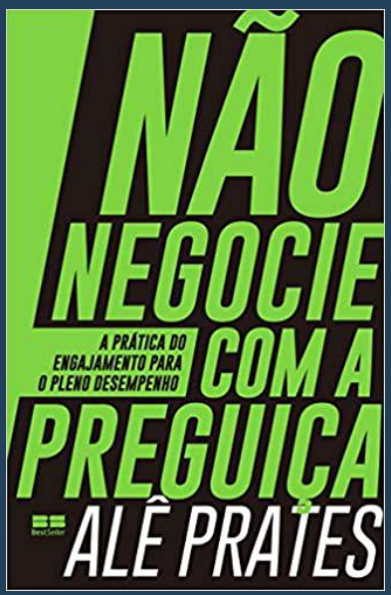


Don't Bargain with Laziness

Don't Bargain with Laziness
Year of publication: 2006
Author: Alê Prates
240 pages
Link for purchase: https://amzn.to/2wUFOdB

The book "Don't Bargain with Laziness" was published in 2019 by the author, Alê Prates. The main goal is to present the importance of engagement in order to awaken you to acquire it and achieve success.
The author uses simple, straightforward language to encourage engagement in you, as well as apply all the resources presented in everyday situations and in all contexts of your life.
The book's content is divided into 4 areas, the relationship of engagement with your career; leadership; Cheers; and, finally, with their relationships.

Score

8

8 Aplicability
9 Inspiration
7 Innovation
9 Impact on results
8 Structure

Main ideas of the book

- You will not work all the time;
- Be very good at what you do, however much you don't like to do it;
- Overworking does not mean being engaged;
- Always be present;
- "When near, do not stay away";
- Commitment is not engagement;
- Value your current state;
- Teach the learning path for your followers;
- Define the right direction to ensure engagement;
- "Knowledge without action is a mask".

To whom is this book indicated?

The content of the book is right for you:

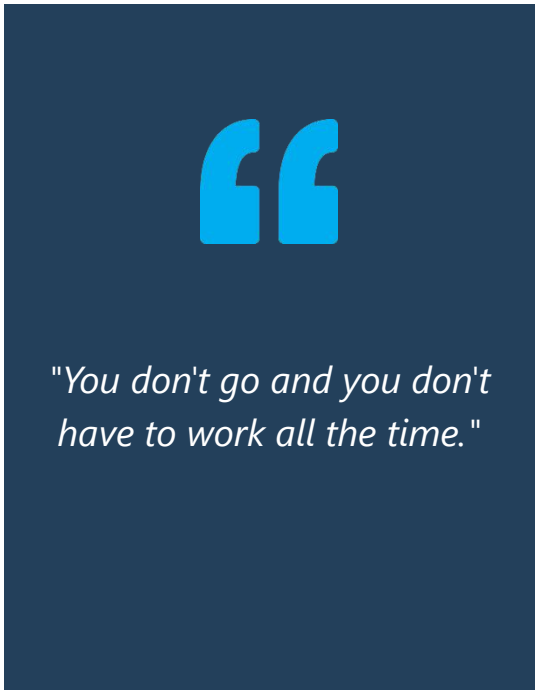
- Can not achieve great results in your life;
- Does not feel fulfilled;
- Want to advance to the next level in your career.

Also, if you think you have good goals and plans, but can't do them, this book is for you!

Overview of the book

Overview: Why Engagement?

Today, many organizations and employees are looking for greater productivity, discipline, motivation, better time management, and many other good skills and behaviors. But few achieve the true result. But what does it take to achieve this result? Well, according to the author, this result comes from the consequence of our performance. And what leads us to the best performance?
That is the main point, and it can be summed up in one word: ENGAGEMENT. She is able to explain everything, because those who have engagement have focus, discipline, overcoming and full performance.
For the author, engagement can be defined as an act of "*willingly and spontaneously doing what needs to be done.*"
In order for us to proceed, it is necessary to demystify the difference between commitment and engagement, as this generates much confusion. The commitment is to accomplish by necessity what needs to be done, that is, it ends up being an obligation. In engagement, you do it because you want to.
In addition, engagement is an assertive participation that brings together intensity, frequency, and a method.



Overview: Engagement and your career

Many waves of panic because they have to come up with it all the time and always look their best.
But calm down, you don't always have to be the best, you just have to be engaged in your path. And another, you are only strong when you let yourself be weak, that is, you can only move forward when you have the humility to acknowledge your weaknesses.
If you want to rise to the next level in your organization, you need to get used to being average and striving to gain prominence. Also, make your participation strategic and intense, it will make you go further.
The author tells us the story of John, a simple person who was responsible for cleaning the bathrooms. In one of his conversations, he stated that he didn't like what he was doing, but it was better than everyone else in that, because he didn't want to do it for long, so he did his best to stand out.
So what can we learn from this story?
Simple, that we should stop devaluing our current state, because we should value and do the best in what we are doing, so we can reap good rewards and great opportunities.
According to the author, "knowledge without action is a mask", that is, what forms a professional is the volume of his participation and applications, not diplomas.
Finally, keep in mind that working too hard doesn't mean that you are engaged. To help you with this, check out these tips:

- Value your time;
- The result is worth more than availability; and
- Be 100% present.

Also, remember that at some point in your career you will have a transition, after all, it is part of the engagement. That way you will need new skills and insights, as well as a lot of planning.

Overview: Engagement and your leadership

"A leader will never extract from people what they don't have, so develop them."

Is the new generation engaged by progress, meaning people's engagement? So the guidance is that you help them build a path of accomplishment.
If you are a leader, you have probably already used a variety of tools to achieve the long-awaited engagement, including countless feedbacks, climate surveys, and training.
But calm down, making engagement is difficult. People even know what they want, but they can't engage.
So the tip is that you teach them the way by making it easier.
The main insights of this chapter are:

- *The incessant search for the result is making people sick;*
- *Don't worry about people, just showing interest is enough;*
- *The result is not always a result of efficiency.*

Given this scenario, it is time to rethink the current management. It's time for the transition from results-oriented management to engagement-focused management, giving more value.
To be able to meet this challenge, the author provides some tips:

Share: show the new management model as well as the reasons and advantages;
Anticipate yourself: raise key issues, and divide among employees so they can come up with solutions;
Get ready: bring problem-related material such as books and videos.

Remember that the more the leader prepares the team, the faster the problems will be solved. Throughout the book's content, a much more specific step-by-step is presented so that you can build your management methodology, taking into account all the factors that influence engagement.
Finally, be the leader who motivates, trains, participates, recognizes and charges. Simply focus on management and do what it should be.

Overview: Engagement and your health

In the vast majority of cases, we focus on various areas of our lives and end up leaving health aside.
When it comes to health, the key to achieving results is to engage with your routine in a new way. Then I ask you: what's your point?
For example, if your sense is to have a perfect body, is it worth engaging with? Keep in mind that you will have to "give up" many pleasures and be very ruled.
The author shares the concepts that worked for him and may add much value to you; they are:

- *Assign the right value to your food;*
- *Feel bad about not exercising;*
- *Face the blame correctly;*
- *Your indicator needs to be your evolution.*

Therefore, it is essential that you engage with the right meaning for you, otherwise you will not stand it. Remember that life is a set of rules and exceptions, so formalize yours now, and follow them.

Overview: Engagement and its relationships

According to the author, relationships have a great relationship with your performance in any area of your life.
Therefore, these relationships must be healthy, so the author defines the ideal flow as:

1. Relationship;
2. Self-esteem;
3. self-confidence;
4. transformation;
5. Performance;
6. Results.

For your performance to improve in relationships, you need to live with people who are better than you, the author says that it was crucial for him to succeed in his career.
In addition, he warns us not to make the mistake of entering into a relationship just to extract something from him. We need reciprocity, that is, to serve people well and, in the future, reap the rewards.

"Presence has become the greatest symbol of love in the contemporary world! "

The above sentence, quoted by the author, speaks in relation to presence, and this is something very complicated today. For we are present in most situations, but we do not practice presence; most of the time the smartphone steals the scene.
Finally, the author gives us a reflection: how many people do you like and are you distant? For the author, this is not a lack of love, but participation! In the world we live in, we have many technologies that allow us to be close to those far away, so use them.

What other authors say about it?

In "Awaken the Giant Within," Tony Robbins explains that maintaining a commitment to your decisions can be challenging, but the harder you try, the easier it gets. So when you fail to evoke a change in your life, don't be discouraged. Instead, think about what you can learn from failure.

In "Unlimited Power", the author explains that, generally, a successful person walks in a higher, more imposing way, showing self-esteem. One way to succeed, then, would be to replicate this behavior and begin to walk the same way, more imposingly.

Finally, in the book "Mindset" by psychologist Carol S. Dweck, it discusses how our beliefs shape our behavior and growth. While mindsets produce definite worldviews, people can change by learning new skills. Human beings can be taught to respond in different ways, how to face challenges and think differently.

Okay, but how can I apply this in my life?

With the end of the analysis of the book, it can be concluded that the author's main objective was to provoke his engagement. The content for the transformation has already been presented, now it's up to you to pursue it.
So that you can move on and follow the teachings presented here, we decided to leave some tips for you to apply in your daily life, they are:

- Always lower your expectations, be satisfied with everything you have done;
- Make a judgment on the target, that is, ask who came before you where you want to go and get great teachings;
- Your life won't change over a weekend, take it easy and stay engaged;
- When you want something, the whole universe conspires for you to fulfill your wish;
- Choose a job you love and you won't have to work a single day in your life;
- If you don't build your dream, someone will hire you to help build theirs.

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