REBEL TALENT

Why It Pays to Break the Rules
At Work and In Life

FRANCESCA GINO

FRANCESCA GINO is professor of business administration at Harvard Business School where she teaches courses on decision making and negotiation. She is also a behavioral science researcher, business consultant and keynote speaker. She has worked with companies like Bacardi, Akamai, Disney, Goldman Sachs, Honeywell, Novataris, P&G and the United States Army, Navy and Air Force. Francesca Gino previously published the book Sidetracked and is a graduate of Harvard Business School.

The website for this book is at: www.rebeltalents.org.

ISBN 978-1-77544-947-8

SUMMARIES.COM is a lifetime learning company specializing in business smarts. We provide concise information and tools for salespeople, business owners and managers and entrepreneurs to get ahead. Read less, do more. www.summaries.com
As strange as it may sound, the people who are doing the best work in their respective professional fields generally tend to be the rule breakers rather than followers of all the conventions. They are the rebels and the world is certainly a better and more interesting place because of them.

That's interesting because education in general teaches people to be rule followers from an early age. There's always pressure to fit in, to get good grades and to conform to the group standards and that pressure tends to grow the longer you stay in a field. That's unfortunate because conformity and mindless acceptance of rules stifles creativity.

If you really want to stand out at work and in life in general, break the rules. Break, transform, create. Apply a little constructive nonconformity. That's what it means to tap into your "Rebel Talent".

"Rebellion is an approach to life and work that we can all embrace. Rule breaking does not have to get us into trouble, if done correctly and in the right doses—in fact, it can help us get ahead. I began this project by trying to understand rule breaking in the workplace. But breaking rules, as I discovered along the way, enriches every aspect of our lives. Living life like a rebel is energizing. I've tried it myself, and it's opened me up to a world of new experiences. My hope is that this book will help you discover your own rebel talent and allow you to help others to do the same. There are strong habits that pull us toward the familiar and comfortable. We need to learn to "break" these habits, like so many Han dynasty urns. Only then will we be ready to transform them—and, ultimately, to create our own success."
— Francesca Gino

The five core elements of Rebel Talent

Element #1 – Novelty .......................................................... Page 2
Rebels consistently seek out new challenges to go after. They favor doing something new over doing what everyone else is doing.

Element #2 – Curiosity ..................................................... Page 3
Rebels are insatiably curious about anything and everything. They never fail to ask the question: "why"?

Element #3 – Perspective ................................................ Page 4
Rebels consistently broaden their world view. They know that every challenge and every choice can be approached from more than one perspective.

Element #4 – Diversity ..................................................... Page 5
Rebels constantly challenge established social practices and roles. They reach out with open arms to those who appear different.

Element #5 – Authenticity ................................................ Page 6
Rebels embrace and value authenticity. They make it a personal habit to be open and vulnerable in order to connect with others and learn from them.

Application – The eight principles rebels live by ..................... Pages 7 - 8
The eight principles of rebel leadership are:

1. Seek the new
2. Encourage dissent
3. Open conversations
4. Reveal yourself
5. Learn, then forget
6. Freedom in constraints
7. Lead from the trenches
8. Foster happy accidents
Summaries.com
The Ultimate Business Library

We condense 300+ page business books into 8-page summaries.

By reading summaries, you'll get the key ideas in 30 mins, so you can spend more time turning your ideas into dollars.

Knowledge is Power — Invest in Your Future

For just $2 per week, you will...

> Learn from the mistakes and success of the smartest people in business;
> Get fresh ideas, strategies & motivation that could be worth millions to you;
> Follow emerging trends, so you can catch the wave before your competitors do;
> Catch up on the classics you always wanted to read.

1,000 Top Business Book Summaries

Our catalog includes summaries on a range of topics for aspiring entrepreneurs, managers, and consultants.

BUSINESS PLANS  MANAGEMENT  PRESENTATIONS
SALES  LEADERSHIP  MOTIVATION  STRATEGY
AND MORE