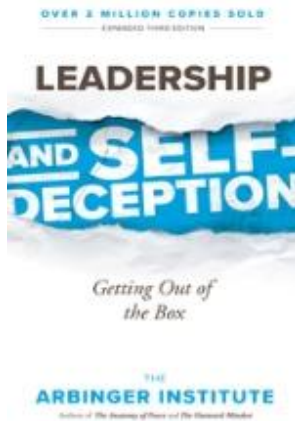


PM WORLD BOOK REVIEW



Book Title: ***Leadership and Self Deception: Getting Out of the Box, 3rd Ed***

Author: The Arbinger Institute

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ABSTRACT

Leadership and Self Deception: Getting out of the Box is a book which talks about self-deception and how you can overcome this problem. In this review we will briefly talk about what is this self-deception and how it puts you in a box. The main focus of this book is letting people know about this un-spoken virus which affects us and our surroundings a lot. This review is divided into three parts for the convenience of the reader. We will discuss about self-betrayal, the main cause of self-deception and how can we stay out of the box by avoiding self-betrayal.

Key words: Leadership, self-deception, The Box, self-betrayal, self-justification, out of the box

OVERVIEW OF THE BOOK

This book relates to everyone. It tells that how we think we only have limited solutions for specific problems, we only see from definite angles on them not from all sides. It is divided into three major parts which are "being in the box", " box" and "getting out of the box" .It focuses on, how self-deception plays the role of a disease that slowly kills our efficiency of leadership and team work in both professional and personal life, and if one person is doing this than he can affect others too negatively around him. In this review of Leadership and Self-Deception, we'll give a summary of the book, explaining "the box", we are stuck in, and how we can free ourselves from this virus to think outside the box.

WHAT IS SELF DECEPTION?

Self-deception means allowing oneself to believe that a false and invalid idea, feeling is true. Self-deception is a much bigger problem than its literal meaning. It blinds your vision, the way you think and the way you see people. A self-deceived person will always think of himself prior or legitimate over others. He will treat other people as objects and will not consider that they are people and they have the same needs and hopes as he does.

Part 1: SELF DECEPTION AND THE "BOX"

The first part of the book is the most instructive one because it tells you about whether you are in a box or not. It mainly focuses on identifying of the problem which is "self-deception" and how you can overcome this problem with ease. This term self-deception is later explained through different reality-based examples. Than it discusses about how we can't see that we are stuck in a box and not seeing the whole picture. The major discussion of this part is how this disease like problem is infecting our both social and professional lives. Afterwards it starts revolving around the main impacts of this problem and how it affects the efficiency of your work, your decision making. Later on they add that it also affects the way we see other people as objects and think ourselves prior to them. It describes that how a self-deceived person is influencing his colleagues negatively instead of inspiring them how he is de-motivating them un-intentionally. It also talks about that always behaving harsh to others even when you are right is a not good way to handle problems nor always being soft, its mixture of both.

Part 2: HOW WE GET IN THE BOX

The second part of this book is more focused on how we get here in first place and what is stopping us to get ourselves out of this most influential problem. It states that success of an organization depends on the leader's influence and whether we are a in box or not. It says before finding the cure we should find the cause of this disease. And the cause told here is the term "self-betrayal" which arises when you act contrary to your senses in simple words when you betray your feelings of what to do is called self-betrayal. It further added that self-justification is the thing which encourages self-betrayal and tells us that we are correct, so we keep justifying our false behavior with self-made claims about us and about others. The box survives on these justifications. The book says that these justifications and self-betrayal factors create conflicts and these conflicts are the reasons which affects your productivity, efficiency and keeps getting in the way of what you are trying to achieve. So the summary of this part of the book is that self-betrayal is the germ that creates this self-deception disease, so solution to self-betrayal is solution of self-deception.

PART 3: HOW TO GET OUT FROM THE BOX

"The Box" is not a thing that you can just left behind and never look back, its more complicated than we think and there is not just one single way to avoid it, we can stay out of it but can't get rid of it because it always travels around with us. It's possible that we are in the box for some person and at same time out for another person. It's our actions, behaviors and thoughts which put us in the box and out of the box. The answer to get out of the box is much simpler than we think. But first we will learn about the solutions we think might get us out but in reality, they are not helping at all. The first thing to avoid, which is told by this book, is "stop trying to change others". We try so hard to change others to get them out of the box, which don't have any success. Even if we succeed in changing them it will not solve any problem; we will just provoke others to give us a reason to stay in. Same results will occur if we try to leave, communicate, changing behavior, implementing new techniques or even if we try our best to cope others. It says we can't get out of the box if we keep focusing on ourselves. The moment we start seeing others as people and we start learning from them and start accepting our mistakes, the box starts melting away and when we regret on what we did before and start helping others, we are out of the box. And if we keep avoiding self-betrayal we will stay out of the box.

The last the and the most important thing that we learn from this is book is that, the "thing that fails families and divides them is the same reason to divide colleagues and employees from each other".

Limitations of the book

The idea of this self-deception being a problem in an organizational workplace is a unique and innovative way to achieve the required level of efficiency and motivation by avoiding self- betrayal. It helps an organization to grow and helps to accomplish their goals but, it's not a perfect solution to increase efficiency and motivation because it only focuses on your behavior, how you treat others and how you perceive them, it doesn't count the competency, self-motivation and actual efficiency of your employees, staff or team members, because in the end whether you are a good boss or not, it all depends on them, how they are performing and how hard they are trying to fulfill their role in the organization. So this book only focuses on one side of the story.

Would you recommend this book?

Of course, this book is not for any specific category, its target area is so immense that everyone out there can raise their awareness about this problem with this book. It is applicable in almost every aspect of life and almost everyone can relate him/her self with this book. So ill recommend this book to everybody from a corporate leader to a student, a scholar or a practitioner, employee or employer and even parents can read this book to make their selves a better person, improve their lives and even can grow as an employee.

For more about this book, go to: <https://www.bkconnection.com/books/title/leadership-and-self-deception-third-edition#overview>

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