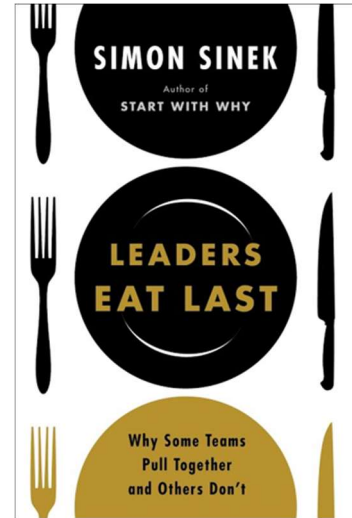




Book Club Discussion Questions

October 2020



For each question please consider the following:

- A. What are your general thoughts about this question from your reading? Do you agree? Do you Disagree?
- B. How does this apply to your work at Schell Brothers?

Questions

1. In Chapter 1, Sinek introduced “Johnny Bravo,” an A-10 pilot. He points out that in most organizations, subordinates look for recognition from above. Johnny Bravo and other highly effective followers are not just motivated by recognition but by empathy. How does empathy motivate Johnny Bravo and what is the source of this empathy?
2. In Chapter 2, Sinek cites a Deloitte Shift Index that reports 80 percent of people are unhappy in their jobs. Sinek notes, however, that this is not true of high-performing organization (HPOs). HPOs “have an eerie resemblance to the conditions under which the human animal was designed to operate.” What are these conditions and how do they enhance effectiveness?
3. In Chapter 3, Sinek introduces one of the central ideas of the entire book, his “Circle of Safety.” What is the Circle of Safety and what are the internal and external dangers in your work environment? How do we welcome others into our Circles of Safety?

4. In Chapter 4, Sinek hits on a topic that is of critical importance to the Air Force, health, and wellness. This also plays into resilience. Having read this, what can you do to enhance your personal health, well-being and resilience and help others as well?
5. In Chapters 5-7, Sinek overviews findings from neuroscience that help explain human behavior. He writes of “selfish” and “selfless” chemicals, concepts he returns to throughout the remainder of the book. Can you see where and when these chemicals are produced in your personal experience? How can leaders use this information to enhance belonging and performance?
6. In Chapter 8, Sinek returns to some basic leadership concepts, weighing the perquisites of leadership with its responsibilities. What are some of the benefits of being a leader and how might these benefits detract from the leader’s desire to build trust and belonging. When and how should these benefits be put aside for the good of the organization?
7. Chapters 9 and 10 discuss the ways leaders build trust and important benefits that emerge from strong trust relationships.