

Show Your Work

We evaluate poems constantly: as workshop leaders, competition judges and journal editors. But how do we judge the success of verse in these contexts? The authors propose an innovative method by which anyone involved in the assessment of poetry can be more transparent about how they value verse. This book foregrounds the ethical and professional obligations of poets, teachers and critics to conduct axiological inquiry so they can discover and publish what they value. *We Need to Talk* suggests why and how people who care about poetry should communally explore and document their shared (and conflicting) values. This is the first book to provide the background and theory, as well as a practical, working model, for the communal, empirical evaluation of creative writing.

#1 NEW YORK TIMES BESTSELLER • Brené Brown has taught us what it means to dare greatly, rise strong, and brave the wilderness. Now, based on new research conducted with leaders, change makers, and culture shifters, she's showing us how to put those ideas into practice so we can step up and lead. Look for Brené Brown's new podcast, *Dare to Lead*, as well as her ongoing podcast *Unlocking Us!* **NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BLOOMBERG** Leadership is not about titles, status, and wielding power. A leader is anyone who takes responsibility for recognizing the potential in people and ideas, and has the courage to develop that potential. When we dare to lead, we don't pretend to have the right answers; we stay curious and ask the right questions. We don't see power as finite and hoard it; we know that power becomes infinite when we share it with others. We don't avoid difficult conversations and situations; we lean into vulnerability when it's necessary to do good work. But daring leadership in a culture defined by scarcity, fear, and uncertainty requires skill-building around traits that are deeply and uniquely human. The irony is that we're choosing not to invest in developing the hearts and minds of leaders at the exact same time as we're scrambling to figure out what we have to offer that machines and AI can't do better and faster. What can we do better? Empathy, connection, and courage, to start. Four-time #1 New York Times bestselling author Brené Brown has spent the past two decades studying the emotions and experiences that give meaning to our lives, and the past seven years working with transformative leaders and teams spanning the globe. She found that leaders in organizations ranging from small entrepreneurial startups and family-owned businesses to nonprofits, civic organizations, and Fortune 50 companies all ask the same question: How do you cultivate braver, more daring leaders, and how do you embed the value of courage in your culture? In this new book, Brown uses research, stories, and examples to answer these questions in the no-BS style that millions of readers have come to expect and love. Brown writes, "One of the most important findings of my career is that daring leadership is a collection of four skill sets that are 100 percent teachable, observable, and measurable. It's learning and unlearning that requires brave work, tough conversations, and showing up with your whole heart. Easy? No. Because choosing courage over comfort is not always our default. Worth it? Always. We want to be brave with our lives and our work. It's why we're here." Whether you've read *Daring Greatly* and *Rising Strong* or you're new to Brené Brown's work, this book is for anyone who wants to step up and into brave

leadership.

Read the Wall Street Journal Bestseller for "cultivating intense focus" for fast, powerful performance results for achieving success and true meaning in one's professional life (Adam Grant, author of Give and Take). Deep work is the ability to focus without distraction on a cognitively demanding task. It's a skill that allows you to quickly master complicated information and produce better results in less time. Deep Work will make you better at what you do and provide the sense of true fulfillment that comes from craftsmanship. In short, deep work is like a super power in our increasingly competitive twenty-first century economy. And yet, most people have lost the ability to go deep—spending their days instead in a frantic blur of e-mail and social media, not even realizing there's a better way. In Deep Work, author and professor Cal Newport flips the narrative on impact in a connected age. Instead of arguing distraction is bad, he instead celebrates the power of its opposite. Dividing this book into two parts, he first makes the case that in almost any profession, cultivating a deep work ethic will produce massive benefits. He then presents a rigorous training regimen, presented as a series of four "rules," for transforming your mind and habits to support this skill. 1. Work Deeply 2. Embrace Boredom 3. Quit Social Media 4. Drain the Shallows A mix of cultural criticism and actionable advice, Deep Work takes the reader on a journey through memorable stories—from Carl Jung building a stone tower in the woods to focus his mind, to a social media pioneer buying a round-trip business class ticket to Tokyo to write a book free from distraction in the air—and no-nonsense advice, such as the claim that most serious professionals should quit social media and that you should practice being bored. Deep Work is an indispensable guide to anyone seeking focused success in a distracted world. An Amazon Best Book of 2016 Pick in Business & Leadership Wall Street Journal Business Bestseller A Business Book of the Week at 800-CEO-READ

A deeply-reported examination of why "doing what you love" is a recipe for exploitation, creating a new tyranny of work in which we cheerily acquiesce to doing jobs that take over our lives. You're told that if you "do what you love, you'll never work a day in your life." Whether it's working for "exposure" and "experience," or enduring poor treatment in the name of "being part of the family," all employees are pushed to make sacrifices for the privilege of being able to do what we love. In Work Won't Love You Back, Sarah Jaffe, a preeminent voice on labor, inequality, and social movements, examines this "labor of love" myth -- the idea that certain work is not really work, and therefore should be done out of passion instead of pay. Told through the lives and experiences of workers in various industries -- from the unpaid intern, to the overworked teacher, to the nonprofit worker and even the professional athlete -- Jaffe reveals how all of us have been tricked into buying into a new tyranny of work. As Jaffe argues, understanding the trap of the labor of love will empower us to work less and demand what our work is worth. And once freed from those binds, we can finally figure out what actually gives us joy, pleasure, and satisfaction.

The world is crazy. Creative work is hard. And nothing is getting any easier! In his previous books—Steal Like an Artist and Show Your Work!, New York Times bestsellers with over a million copies in print combined—Austin Kleon gave readers the key to unlock their creativity and then showed them how to share it. Now he completes his trilogy with his most inspiring work yet. Keep Going

gives the reader life-changing, illustrated advice and encouragement on how to stay creative, focused, and true to yourself in the face of personal burnout or external distractions. Here is how to Build a Bliss Station—a place or fixed period where you can disconnect from the world. How to see that Every Day Is Groundhog Day—yesterday’s over, tomorrow may never come, so just do what you can do today. How to Forget the Noun, Do the Verb—stop worrying about being a “painter” and just paint. Keep working. Keep playing. Keep searching. Keep giving. Keep living. Keep Going. It’s exactly the message all of us need, at exactly the right time.

Greatness Redefined for the 21st Century Today's business climate is defined by speed, social technologies, and people's expectations of “values” besides value. As a result, leaders have to create an outstanding culture for all, no matter who they are or what they do for the organization. This groundbreaking book, from the creators of the gold-standard Fortune 100 Best Companies to Work For list, shows how it's done. Through inspiring stories and compelling research, the authors demonstrate that great places to work for all benefit the individuals working there and contribute to a better global society—even as they outperform in the stock market and grow revenue three times faster than less-inclusive rivals. This is a call to lead so that organizations develop every ounce of human potential.

From Dr. Nicole LePera, creator of "the holistic psychologist"—the online phenomenon with more than two million Instagram followers—comes a revolutionary approach to healing that harnesses the power of the self to produce lasting change. As a clinical psychologist, Dr. Nicole LePera often found herself frustrated by the limitations of traditional psychotherapy. Wanting more for her patients—and for herself—she began a journey to develop a united philosophy of mental, physical and spiritual wellness that equips people with the interdisciplinary tools necessary to heal themselves. After experiencing the life-changing results herself, she began to share what she’d learned with others—and soon “The Holistic Psychologist” was born. Now, Dr. LePera is ready to share her much-requested protocol with the world. In How to Do the Work, she offers both a manifesto for SelfHealing as well as an essential guide to creating a more vibrant, authentic, and joyful life. Drawing on the latest research from a diversity of scientific fields and healing modalities, Dr. LePera helps us recognize how adverse experiences and trauma in childhood live with us, resulting in whole body dysfunction—activating harmful stress responses that keep us stuck engaging in patterns of codependency, emotional immaturity, and trauma bonds. Unless addressed, these self-sabotaging behaviors can quickly become cyclical, leaving people feeling unhappy, unfulfilled, and unwell. In How to Do the Work, Dr. LePera offers readers the support and tools that will allow them to break free from destructive behaviors to reclaim and recreate their lives. Nothing short of a paradigm shift, this is a celebration of empowerment that will forever change the way we approach mental wellness and self-care.

Another Spencer Johnson #1 Bestseller #1 New York Times Business #1 Wall Street Journal #1 BusinessWeek From the Author of Who Moved My Cheese? Dr. Spencer Johnson’s stories of timeless, simple truths have changed the work and lives of millions of readers around the world. Now comes an insightful new tale of inspiration and practical guidance for these turbulent times. Good Things Happen To Those Who Open The Present The Gift That Makes Your Work And Life Better Each Day! For over two

decades, Spencer Johnson has been inspiring and entertaining millions with his simple yet insightful stories of work and life that speak directly to the heart and soul. *The Present* is an engaging story of a young man's journey to adulthood, and his search for The Present, a mysterious and elusive gift he first hears about from a great old man. This Present, according to the old man, is "the best present a person can receive." Later, when the young boy becomes a young man, disillusioned with his work and his life, he returns to ask the old man, once again, to help him find The Present. The old man responds, "Only you have the power to find The Present for yourself." So the young man embarks on a tireless search for this magical gift that holds the secret to his personal happiness and business success. It is only after the young man has searched high and low and given up his relentless pursuit that he relaxes and discovers The Present—and all of the promises it offers. The Present will help you focus on what will make you happier and more successful in your work and in your personal life, today! Like the young man, you may find that it is the best gift you can give yourself. www.ThePresent.com

LONGLISTED FOR THE 2021 NATIONAL BOOK AWARD IN FICTION NATIONAL BESTSELLER ONE OF BARACK OBAMA'S FAVORITE SUMMER READS "One of the best novels I've read in 2021." – Dwight Garner, *The New York Times* "A perfect novel—taut and seductive." —Brandon Taylor, author of *Real Life* and *Filthy Animals* "Intimacies is a haunting, precise, and morally astute novel that reads like a psychological thriller.... Katie Kitamura is a wonder." —Dana Spiotta, author of *Wayward* and *Eat the Document* A novel from the author of *A Separation*, an electrifying story about a woman caught between many truths. An interpreter has come to The Hague to escape New York and work at the International Court. A woman of many languages and identities, she is looking for a place to finally call home. She's drawn into simmering personal dramas: her lover, Adriaan, is separated from his wife but still entangled in his marriage. Her friend Jana witnesses a seemingly random act of violence, a crime the interpreter becomes increasingly obsessed with as she befriends the victim's sister. And she's pulled into an explosive political controversy when she's asked to interpret for a former president accused of war crimes. A woman of quiet passion, she confronts power, love, and violence, both in her personal intimacies and in her work at the Court. She is soon pushed to the precipice, where betrayal and heartbreak threaten to overwhelm her, forcing her to decide what she wants from her life.

Gives you the tools to produce a first class dissertation This book gives you the confidence, tools and techniques to produce a first-class dissertation. It offers practical guidelines to planning realistic timetables and structuring every aspect of your work. Find out how to avoid common mistakes and the best way to present your work, and even how to assess your dissertation in the same way as a university or college tutor does.

People who know how to influence others in the office enjoy a greater measure of control over their work lives and advance their careers more rapidly than others. But what many don't know is that the mysterious quality known as influence can be learned and developed by anyone. This practical book, filled with easy-to-apply tips for influencing managers, peers, and subordinates, shows readers how to:

- Win support for their ideas and projects
- Contribute more fully to important decisions
- Resolve conflicts more easily
- Frame important issues for maximum benefit
- Lead and manage more effectively
- And much more

Readers will discover

how to develop the most important attributes necessary for influence—trustworthiness, reliability, and assertiveness—and find out how to move beyond being passive participants in their work lives, and gain the cooperation and attention of those who matter most.

Organizations struggle to capture tacit knowledge. Workers struggle to find answers and information across organizational databases and boundaries and silos. New comfort with social sharing, combined with the proliferation of new social tools, offer easy, useful means of sharing not just what we do but how we get things done. For the organization this supports productivity, improves performance, encourages reflective practice, speeds communication, and helps to surface challenges, bottlenecks, and that elusive tacit knowledge. For the worker it illuminates strengths, talents, struggles, and the reality of how days are spent. For the coworker or colleague it solves a problem, saves time, or builds on existing knowledge. And for management it helps to capture who does what, and how, and otherwise makes visible so much of what is presently opaque. What does showing work mean? It is an image, video, blog post, or use of another tool, or just talking to describe how you solved a problem, show how you fixed the machine, tell how you achieved the workaround, explain how you overcame objections to close the deal, drew the solution to the workflow problem, or photographed the steps you took as you learned to complete a new task. Some of the most effective examples of showing work offer someone explaining how/why they failed, and how they fixed it. Show Your Work offers dozens of examples of individuals and groups showing their work to the benefit of their organizations, their industries, and themselves. Show Your Work offers dozens of real examples of showing work, supported with tips for how to help it happen, how leaders can lead by showing their own work, and how L&D can extend its reach by showing its own work and helping others show theirs.

Declutter your desk and brighten up your business with this transformative guide from an organizational psychologist and the #1 New York Times bestselling author of *The Life-Changing Magic of Tidying Up*. The workplace is a magnet for clutter and mess. Who hasn't felt drained by wasteful meetings, disorganized papers, endless emails, and unnecessary tasks? These are the modern-day hazards of working, and they can slowly drain the joy from work, limit our chances of career progress, and undermine our well-being. There is another way. In *Joy at Work*, bestselling author and Netflix star Marie Kondo and Rice University business professor Scott Sonenshein offer stories, studies, and strategies to help you eliminate clutter and make space for work that really matters. Using the world-renowned KonMari Method and cutting-edge research, *Joy at Work* will help you overcome the challenges of workplace mess and enjoy the productivity, success, and happiness that come with a tidy desk and mind.

"If you are a person who works, you are considered a "human resource." This means you are a valued asset to your company and organization. With that value comes a level of expectation that's placed on you to "show up, be productive, and be excellent!" Unfortunately, everyone does not know how to be excellent. After working with and leading others for almost twenty years, mainly in the field of human resources, Kelley Cornish has learned a few tried and true principles that have kept her grounded and helped to assist others in moving to the next level. These observations and recommendations have been asked time and time again.

Whether it be during one-on-one manager's meetings or through social media, these simple, yet results-oriented tips, have helped move countless lives and careers into new levels of success. If you are looking to move forward in your life and career, these principles will help you as well. In her book *It's Work! How Will You Show Up?*, Kelley Cornish, along with co-author Myron Rolle, explain the principles and protocols of professional excellence and excellence in one's personal life. After working with and leading others for nearly twenty years, mainly in the field of human resources, Kelley has learned a few tried and true principles that will help keep you grounded and offer instruction as you assist others in moving to the next level. In this book you will find simple, yet result oriented tips, that have helped others step into new levels of success. If you are looking to move forward in your life and career, these principles will help you as well. Are you ready for your NEXT?"--Amazon.com

Top agent and attorney Nicole Lynn knows what it takes to smash barriers and succeed: well-defined goals, a plan, and hard work. *Agent You* provides inspiration and guidance to finding purpose, developing success strategies, and preparing for big opportunities and potential setbacks.

"Some of the results are hilarious, some are profound and even unsettling, but they are never bland or boring." — Ephermerist
Newspaper article + sharpie = Newspaper Blackout Poetry: Instead of starting with a blank page, poet Austin Kleon grabs a newspaper and a permanent marker and eliminates the words he doesn't need. Fans of *Not Quite What I Was Planning* and *Post Secret* will love these unique and compelling poems culled from Austin's popular website.

An introduction to a broad range of topics in deep learning, covering mathematical and conceptual background, deep learning techniques used in industry, and research perspectives. "Written by three experts in the field, *Deep Learning* is the only comprehensive book on the subject." —Elon Musk, cochair of OpenAI; cofounder and CEO of Tesla and SpaceX
Deep learning is a form of machine learning that enables computers to learn from experience and understand the world in terms of a hierarchy of concepts. Because the computer gathers knowledge from experience, there is no need for a human computer operator to formally specify all the knowledge that the computer needs. The hierarchy of concepts allows the computer to learn complicated concepts by building them out of simpler ones; a graph of these hierarchies would be many layers deep. This book introduces a broad range of topics in deep learning. The text offers mathematical and conceptual background, covering relevant concepts in linear algebra, probability theory and information theory, numerical computation, and machine learning. It describes deep learning techniques used by practitioners in industry, including deep feedforward networks, regularization, optimization algorithms, convolutional networks, sequence modeling, and practical methodology; and it surveys such applications as natural language processing, speech recognition, computer vision, online recommendation systems, bioinformatics, and videogames. Finally, the book offers research perspectives, covering such theoretical topics as linear factor models, autoencoders, representation learning, structured probabilistic models, Monte Carlo methods, the partition function, approximate inference, and deep generative

models. Deep Learning can be used by undergraduate or graduate students planning careers in either industry or research, and by software engineers who want to begin using deep learning in their products or platforms. A website offers supplementary material for both readers and instructors.

"A 22-volume, highly illustrated, A-Z general encyclopedia for all ages, featuring sections on how to use World Book, other research aids, pronunciation key, a student guide to better writing, speaking, and research skills, and comprehensive index"--

The acclaimed author of *Ignore Everybody* is back with more irreverent wisdom, wit, and original cartoons. "It has never been easier to make a great living doing what you love. But to make it happen, first you need an EVIL PLAN. Everybody needs to get away from lousy bosses, from boring, dead-end jobs that they hate, and ACTUALLY start doing something they love, something that matters. Life is short." -Hugh MacLeod
Freud once said that in order to be truly happy people need two things: the capacity to work and the capacity to love. *Evil Plans* is about being able to do both at the same time. The sometimes unfortunate side effect is that others will hate you for it. MacLeod's insights are brash, wise, and often funny.

From the New York Times bestselling author of *Quitter* and *Start* comes the definitive guide to getting your dream job. When you don't like your job, Sunday isn't really a weekend day. It's just pre-Monday. But what if you could call a Do Over and actually look forward to Monday? Starting on the first day you got paid to scoop ice cream or restock shelves, you've had the chance to develop the four elements all great careers have in common: relationships, skills, character, and hustle. You already have each of those, to one degree or another. Now it's time to amplify them and apply them in a new way, so you can call a Do Over on your career, at any age. You'll need a Do Over because you'll eventually face at least one of these major transitions:

- You'll hit a Career Ceiling and get stuck, requiring sharp skills to free yourself.
- You'll experience a Career Bump and unexpectedly lose your job, requiring strong relationships to survive.
- You'll make a Career Jump to a new role, requiring solid character to push through uncertainty and chaos.
- You'll get a surprise Career Opportunity, requiring dedicated hustle to take advantage of it.

Jon Acuff's unique approach will give you the resources to reinvent your work, get unstuck, and get the job you've always wanted!

NEW YORK TIMES BESTSELLER WALL STREET JOURNAL BESTSELLER
The Globe and Mail Top Leadership and Management Book Forbes Top Creative Leadership Book
From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work-and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed. "We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock,

former head of People Operations at the company that transformed how the world interacts with knowledge. This insight is the heart of *WORK RULES!*, a compelling and surprisingly playful manifesto that offers lessons including: Take away managers' power over employees Learn from your best employees-and your worst Hire only people who are smarter than you are, no matter how long it takes to find them Pay unfairly (it's more fair!) Don't trust your gut: Use data to predict and shape the future Default to open-be transparent and welcome feedback If you're comfortable with the amount of freedom you've given your employees, you haven't gone far enough. Drawing on the latest research in behavioral economics and a profound grasp of human psychology, *WORK RULES!* also provides teaching examples from a range of industries-including lauded companies that happen to be hideous places to work and little-known companies that achieve spectacular results by valuing and listening to their employees. Bock takes us inside one of history's most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world, distilling 15 years of intensive worker R&D into principles that are easy to put into action, whether you're a team of one or a team of thousands. *WORK RULES!* shows how to strike a balance between creativity and structure, leading to success you can measure in quality of life as well as market share. Read it to build a better company from within rather than from above; read it to reawaken your joy in what you do.

In today's work environment, the lines between our professional and personal lives are blurred more than ever before. Whatever is happening to us outside of our workplace—whether stressful, painful, or joyful—follows us into work as well. We may think we have to keep these realities under wraps and act as if we "have it all together." But as Mike Robbins explains, we can work better, lead better, and be more engaged and fulfilled if—instead of trying to hide who we are—we show up fully and authentically. Mike, a sought-after motivational speaker and business consultant, has spent more than 15 years researching, writing, and speaking about essential human experiences and high performance in the workplace. His clients have ranged from Google to Citibank, from the U.S. Department of Labor to the San Francisco Giants. From small start-ups in Silicon Valley to family-owned businesses in the Midwest. From what he's seen and studied over the years, Mike believes that for us to thrive professionally, we must be willing to bring our whole selves to the work that we do. Bringing our whole selves to work means acknowledging that we're all vulnerable, imperfect human beings doing the best we can. It means having the courage to take risks, speak up, have compassion, ask for help, connect with others in a genuine way, and allow ourselves to be truly seen. In this book, Mike outlines five principles we can use to approach our own work in this spirit of openness and humanity, and to help the people we work with feel safe enough to do the same, so that the teams and organizations we're a part of can truly succeed. "This book will offer you insights, ideas, and tools to inspire you to bring all of who you are to the work that you do—regardless of where you work, what kind of work

you do, and with whom you do it. And, if you're an owner, leader, or just someone who wants to have influence on those around you—this book will also give you specific techniques for how to build or enhance your team's culture in such a way that encourages others to bring all of who they are to work."

A new way of thinking about data science and data ethics that is informed by the ideas of intersectional feminism. Today, data science is a form of power. It has been used to expose injustice, improve health outcomes, and topple governments. But it has also been used to discriminate, police, and surveil. This potential for good, on the one hand, and harm, on the other, makes it essential to ask: Data science by whom? Data science for whom? Data science with whose interests in mind? The narratives around big data and data science are overwhelmingly white, male, and techno-heroic. In *Data Feminism*, Catherine D'Ignazio and Lauren Klein present a new way of thinking about data science and data ethics—one that is informed by intersectional feminist thought. Illustrating data feminism in action, D'Ignazio and Klein show how challenges to the male/female binary can help challenge other hierarchical (and empirically wrong) classification systems. They explain how, for example, an understanding of emotion can expand our ideas about effective data visualization, and how the concept of invisible labor can expose the significant human efforts required by our automated systems. And they show why the data never, ever "speak for themselves." *Data Feminism* offers strategies for data scientists seeking to learn how feminism can help them work toward justice, and for feminists who want to focus their efforts on the growing field of data science. But *Data Feminism* is about much more than gender. It is about power, about who has it and who doesn't, and about how those differentials of power can be challenged and changed.

In his New York Times bestseller *Steal Like an Artist*, Austin Kleon showed readers how to unlock their creativity by "stealing" from the community of other movers and shakers. Now, in an even more forward-thinking and necessary book, he shows how to take that critical next step on a creative journey—getting known. *Show Your Work!* is about why generosity trumps genius. It's about getting findable, about using the network instead of wasting time "networking." It's not self-promotion, it's self-discovery—let others into your process, then let them steal from you. Filled with illustrations, quotes, stories, and examples, *Show Your Work!* offers ten transformative rules for being open, generous, brave, productive. In chapters such as *You Don't Have to Be a Genius*; *Share Something Small Every Day*; and *Stick Around*, Kleon creates a user's manual for embracing the communal nature of creativity— what he calls the "ecology of talent." From broader life lessons about work (you can't find your voice if you don't use it) to the etiquette of sharing—and the dangers of oversharing—to the practicalities of Internet life (build a good domain name; give credit when credit is due), it's an inspiring manifesto for succeeding as any kind of artist or entrepreneur in the digital age.

"Larry Winget hacks through the bad advice given in most business books. Some authors stroke your ego by reinforcing information you

already know. Others get you lost in pages of boredom until you have no idea what the book is even about. Some authors exp
Use the practical planning tools in this book to turn your goals and dreams into reality. This easy-to-read book describes the essentials of planning. Self-assessment tools, case studies, and exercises provide a step-by-step approach to successful planning.

NEW YORK TIMES BESTSELLER • REESE'S BOOK CLUB PICK • From a leading voice on racial justice, an eye-opening account of growing up Black, Christian, and female that exposes how white America's love affair with "diversity" so often falls short of its ideals. "Austin Channing Brown introduces herself as a master memoirist. This book will break open hearts and minds."—Glennon Doyle, #1 New York Times bestselling author of *Untamed* Austin Channing Brown's first encounter with a racialized America came at age seven, when she discovered her parents named her Austin to deceive future employers into thinking she was a white man. Growing up in majority-white schools and churches, Austin writes, "I had to learn what it means to love blackness," a journey that led to a lifetime spent navigating America's racial divide as a writer, speaker, and expert helping organizations practice genuine inclusion. In a time when nearly every institution (schools, churches, universities, businesses) claims to value diversity in its mission statement, Austin writes in breathtaking detail about her journey to self-worth and the pitfalls that kill our attempts at racial justice. Her stories bear witness to the complexity of America's social fabric—from Black Cleveland neighborhoods to private schools in the middle-class suburbs, from prison walls to the boardrooms at majority-white organizations. For readers who have engaged with America's legacy on race through the writing of Ta-Nehisi Coates and Michael Eric Dyson, *I'm Still Here* is an illuminating look at how white, middle-class, Evangelicalism has participated in an era of rising racial hostility, inviting the reader to confront apathy, recognize God's ongoing work in the world, and discover how blackness—if we let it—can save us all.

For today's photographer, a clean, professional-looking website is a must. But for most, the thought of having a site that displays your work like a pro seems either too expensive or too hard to create. How can you develop an eye-catching website that looks professional, updates quickly, and even helps you make some money in the process when your passion is photography and not coding? It's easier than you think. In *Get Your Photography on the Web*, RC Concepcion, curriculum developer for Kelby Media Group and one of the Photoshop Guys, takes you through an easy step-by-step process so you can build your own site from the ground up and have it look like you paid someone a lot of money to do it for you. Even if you know nothing about Web programming, this book will have you building a website in hours, not weeks. You'll learn: How to secure your own domain names and hosting space How to install WordPress on your website in as little as seven clicks How to add pictures, galleries, and Flash portfolios without learning any code How to sell your images online without having to make a single print How to incorporate Lightroom and Flash galleries into an already existing website You'll also find interviews and inspirational tips from people you will meet "Along the Way" to making your website. Plus, RC gives you free templates and Flash portfolio components to get you up and running without emptying your wallet. The techniques RC shares in *Get Your Photography on the Web* are the very same ones he uses for some of the biggest names in photography—it's like designing your website with a trusted expert looking over your shoulder. Best of all, you'll walk away with the satisfaction of knowing that you did it all yourself!

An edition expanded with more than 100 pages of new content offers a blueprint for a better life, whether one's dream is escaping the rat race, experiencing high-end world travel, earning a monthly five-figure income with zero management or just living more and working less. An inspiring and deeply personal coming of age memoir from one of Silicon Valley's youngest entrepreneurs—a second-generation Latino immigrant who taught himself how to code as a thirteen-year-old and went on to claim his share of the American dream. As his parents

watched their restaurant business collapse in the wake of the Great Recession, Michael Sayman was googling “how to code.” Within a year, he had launched an iPhone app that was raking in thousands of dollars a month, enough to keep his family afloat—and in America. Entirely self-taught, Sayman headed from high school straight into the professional world, and by the time he was seventeen, he was Facebook’s youngest employe ever, building new features that wowed its founder Mark Zuckerberg and are now being used by more than half a billion people every day. Sayman pushed Facebook to build its own version of Snapchat’s Stories and, as a result, engagement on the platform soared across all demographics. Millions of Gen Z and Millennials flocked to Facebook, and as teen engagement rose dramatically on Instagram and WhatsApp, Snapchat’s parent company suffered a billion-dollar loss in value. Three years later, Sayman jumped ship for Google. App Kid is the galvanizing story of a young Latino, not yet old enough to drink, who excelled in the cutthroat world of Silicon Valley and went on to become an inspiration to thousands of kids everywhere by following his own surprising, extraordinary path. In this candid and uplifting memoir, Sayman shares the highs and lows, the successes and failures, of his remarkable journey. His book is essential and affirming reading for anyone marching to the beat of their own drum.

“This is the management book of the year. Clear, powerful and urgent, it's a must read for anyone who cares about where they work and how they work.” —Seth Godin, author of *This is Marketing* “This book is a breath of fresh air. Read it now, and make sure your boss does too.” —Adam Grant, New York Times bestselling author of *Give and Take*, *Originals*, and *Option B* with Sheryl Sandberg

When fast-scaling startups and global organizations get stuck, they call Aaron Dignan. In this book, he reveals his proven approach for eliminating red tape, dissolving bureaucracy, and doing the best work of your life. He’s found that nearly everyone, from Wall Street to Silicon Valley, points to the same frustrations: lack of trust, bottlenecks in decision making, siloed functions and teams, meeting and email overload, tiresome budgeting, short-term thinking, and more. Is there any hope for a solution? Haven’t countless business gurus promised the answer, yet changed almost nothing about the way we work? That’s because we fail to recognize that organizations aren’t machines to be predicted and controlled. They’re complex human systems full of potential waiting to be released. Dignan says you can’t fix a team, department, or organization by tinkering around the edges. Over the years, he has helped his clients completely reinvent their operating systems—the fundamental principles and practices that shape their culture—with extraordinary success. Imagine a bank that abandoned traditional budgeting, only to outperform its competition for decades. An appliance manufacturer that divided itself into 2,000 autonomous teams, resulting not in chaos but rapid growth. A healthcare provider with an HQ of just 50 people supporting over 14,000 people in the field—that is named the “best place to work” year after year. And even a team that saved \$3 million per year by cancelling one monthly meeting. Their stories may sound improbable, but in *Brave New Work* you’ll learn exactly how they and other organizations are inventing a smarter, healthier, and more effective way to work. Not through top down mandates, but through a groundswell of autonomy, trust, and transparency. Whether you lead a team of ten or ten thousand, improving your operating system is the single most powerful thing you can do. The only question is, are you ready?

Two people driven to win. Only one can claim the prize. She's a sprint car racer driven by secrets. He's the man who must uncover them on national TV. Slide Job: A dirty move in which a race driver skids his/her car sideways in front of another car to steal a position. Sprint car driver Morgan Blade is willing to do anything to help save her critically ill father, even become a contestant on a new TV racing reality show. But once the cameras start rolling, she realizes the cost of the prize money. If the show's sexy producer has his way, her most heartbreaking secrets will be revealed to a worldwide audience. Secrets are Tyler Dalton's business. Forced to produce one more reality show to fulfill his contract, he can't wait to get it over with and move on with his life. However, part of who he is means giving it his best. In reality TV,

controversy drives ratings. So despite a combustible attraction to his star, Tyler must unveil the secrets beneath Morgan's fiery faade. But when she becomes more than just another contestant ... will he go for the slide job, even if it means losing her?

From the New York Times bestselling author of *Steal Like an Artist* and *Show Your Work!* comes an interactive journal and all-in-one logbook to get your creative juices flowing, and keep a record of your ideas and discoveries. The *Steal Like an Artist Journal* is the next step in your artistic journey. It combines Austin Kleon's unique and compelling ideas with the physical quality that makes journals like Moleskines so enormously popular. Page after page of ideas, prompts, quotes, and exercises are like a daily course in creativity. There are lists to fill in—Ten Things I Want to Learn, Ten Things I Probably Think About More Than the Average Person. Challenges to take. Illustrated creative exercises—Make a Mixtape (for someone who doesn't know you) and Fill in the Speech Balloons. Pro and con charts—What Excites You?/What Drains You? The journal has an elastic band for place-marking and a special pocket in the back—a "swipe file" to store bits and pieces of inspiration. Because if you want to steal like an artist, you need a place to keep your loot.

A guide to creating joyful success in work and in life What the world needs is more showoffs. Showing off is a good thing. Showing off is a mindset. Showing off is about living life and doing work in a way that creates joy, jazz, and a kick in our lives and in the lives of those around us. This is a business book for almost everyone—from executives and managers to receptionists and sales clerks. Here's the key: success is an inside job. After 26 years of studying and working with top performers, Joe Calloway shares the key factors in creating success—without pulling any punches. *Work Like You're Showing Off!* isn't for sissies; it's a tough, realistic approach to getting the most out of life by giving more to others. This book proves that not only is "working like you're showing off" the smartest way to get ahead in a career, it's also the most joyful and rewarding way to live. *Work Like You're Showing Off!* the absolute keys to personal and professional success including: Never be as good as you're going to be What you think of me is none of my business Expect to connect Get back inside the box Grand stupidity and absurd bravery What have you done for me next?

You don't need to be a genius, you just need to be yourself. That's the message from Austin Kleon, a young writer and artist who knows that creativity is everywhere, creativity is for everyone. A manifesto for the digital age, *Steal Like an Artist* is a guide whose positive message, graphic look and illustrations, exercises, and examples will put readers directly in touch with their artistic side. When Mr. Kleon was asked to address college students in upstate New York, he shaped his speech around the ten things he wished someone had told him when he was starting out. The talk went viral, and its author dug deeper into his own ideas to create *Steal Like an Artist*, the book. The result is inspiring, hip, original, practical, and entertaining. And filled with new truths about creativity: Nothing is original, so embrace influence, collect ideas, and remix and re-imagine to discover your own path. Follow your interests wherever they take you. Stay smart, stay out of debt, and risk being boring—the creative you will need to make room to be wild and daring in your imagination.

Being Present offers a framework to navigate social presence at work and at home. By exploring four primary communication

choices—budgeted, entitled, competitive, and invitational—author Jeanine W. Turner shows when and where to employ each to effectively communicate in a notification-saturated world.

Sit back and relax and learn about why overworking and under resting can be harmful to yourself and your career. "Rest is such a valuable book. If work is our national religion, Pang is the philosopher reintegrating our bifurcated selves."---Arianna Huffington, New York Times Book Review Overwork is the new normal. Rest is something to do when the important things are done-but they are never done. Looking at different forms of rest, from sleep to vacation, Silicon Valley futurist and business consultant Alex Soojung-Kim Pang dispels the myth that the harder we work the better the outcome. He combines rigorous scientific research with a rich array of examples of writers, painters, and thinkers---from Darwin to Stephen King---to challenge our tendency to see work and relaxation as antithetical. "Deliberate rest," as Pang calls it, is the true key to productivity, and will give us more energy, sharper ideas, and a better life. Rest offers a roadmap to rediscovering the importance of rest in our lives, and a convincing argument that we need to relax more if we actually want to get more done.

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