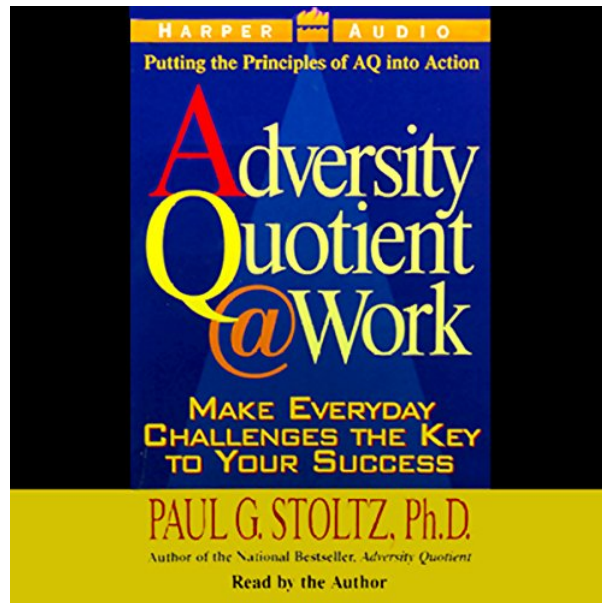
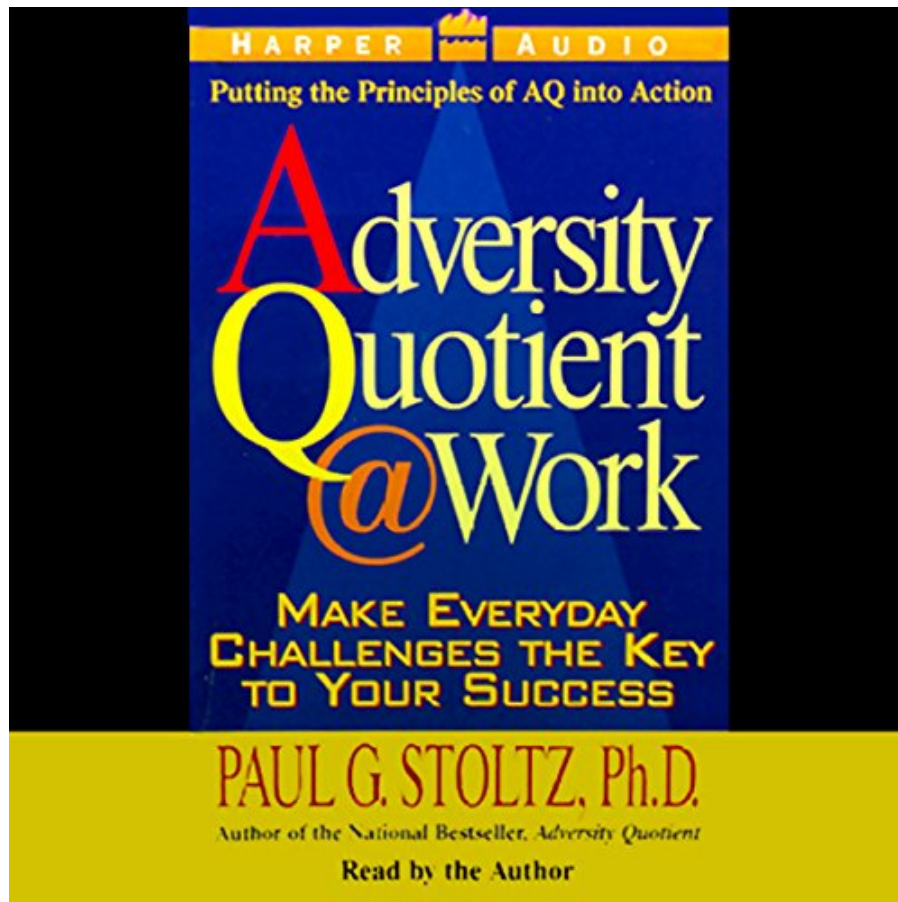


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## Amazon.com Review

From the first sip of your morning coffee to the last sheep you count at night, you will face an average of 23 adversities, predicts author Paul G. Stoltz in this follow-up to the best-selling *The Adversity Quotient*. The key to coping, he says, lies in improving your Adversity Quotient--"the measurable, precise, and unconscious way you respond to adversity." Here, Stoltz applies AQ to the challenges of working in the "entrepreneurial, high-velocity New Economy."

First, he details the bad news: AQ is hardwired into you during your youth by parental models and early experiences. But the good news--that your AQ can be improved and put to work on your job--is the promise this book capably delivers. Stoltz, an organizational communications expert who has measured the Adversity Quotient of 100,000 people, is fond of using mountain-climbing metaphors to describe elements of organizational adversity. For example, low AQers are "quitters" who have given up the climb or "campers" who have found a safe, shady spot. But for the resilient high AQers, "the climbers," there ain't no mountain high enough.

The lower your AQ, the more of a toll job stress will take, warns Stoltz, whose assessment tools for measuring AQ are as detailed as his strategies for creating a "climbing culture" in your organization. The pages are packed with maps, self-assessments, specific strategies, and smart end-of-chapter summaries. This hands-on approach is undermined at times by too many metaphors, acronyms, and lists, as well as a tendency to oversell AQ as a predictor of success. Still, for executives, managers, and employees alike, *The Adversity Quotient @ Work* is a supportive and strategic home-schooling course for coping with the demands of today's workplace.--Barbara Mackoff

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In 1997, Paul Stoltz unleashed a revolution with his groundbreaking book *Adversity Quotient: Turning Obstacles into Opportunities*, introducing the concept of the Adversity Quotient into public consciousness. Now, in *Adversity Quotient @ Work*, Stoltz applies the principles of his brilliant theory to the uniquely challenging environment of the workplace.

AQ is a measure of one's ability to handle adversity. Those who can't become easily overwhelmed and emotional, then pull back and stop trying; those who can handle adversity become the leaders of today and tomorrow. *Adversity Quotient @ Work* clearly demonstrates how workers and managers can use this concept of the AQ to their own advantage, and to the benefit of their clients and customers.

*Adversity Quotient @ Work* teaches listeners how to hire and retain highly motivated and talented workers, develop employees to their full potential, and create a leadership culture that encourages all to put forth their best efforts and maximize their performance capabilities. Based on real research performed with thousands of managers and members of the workforce on the front lines of hundreds of businesses, it will quickly become any corporation's indispensable handbook for success.

- Sales Rank: #114302 in Audible
- Published on: 2000-09-14
- Format: Abridged
- Original language: English
- Running time: 312 minutes

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#### Most helpful customer reviews

10 of 13 people found the following review helpful.

AQ Intro for High Performance at Work

By Prof David T Wright

'AQ@Work' is aimed at consultants, students, or those in business who want to create a structured reaction mindset (initially consciously incompetent, to unconsciously competent) to performing better individually and in teams in the workplace.

The attractively illustrated action-oriented chapters span: Expanding your capacity- the human operating system (Quitters, Campers & Climbers); The science of AQ; Measuring Your AQ; The CORE of a climber (Control, Ownership, Reach, Endurance); Developing Response-Able Climbers (LEAD= Listen to Response, Establish Accountability, Analyze the Evidence, and Do Something); Coaching and Mentoring Climbers; Defining and Finding Climbers; Hiring Climbers; Building Climbing Teams; Building A Climbing Culture. Strengths include: the presentation (illustrations, tables, summaries, action lists); the lively engaging style; interesting "humans as computers with software" analogies; the usability of materials for in-company training; and the credibility of AQ itself (data set and application group spanning over 100,000 people Worldwide across cultures, sectors, and professions).

Weaknesses include: the lack of references; a need more anecdotes or tabulated quantified success stories (rather than repetitive, almost consulting sales pitch); needs 25% less page count for content; dull 2nd half becomes a "verbatim training notes doc" (to this reviewer); lack of depth to "science" (e.g. misses many credible individual/ team motivation/performance models e.g.2 misses communications models & significance to team performance); offers unsubstantiated contradictions with standard psychology view to internalizing/ externalizing problems and subsequent personal growth (or not); and anecdotes sometimes abstract/remote from complexities of real work environments. Interestingly, Cypress Semiconductor is hailed here as a success story, and as a failure in Pfeffer's recent OK "Hidden Value" and OK "Knowing Doing-Gap" texts.

Alternatives include: Pfeffer's efforts; Goleman's OK "Working with Emotional Intelligence"; and

Schwartz's inspirational "Magic of Thinking Big". At the "quality-end" look at: the superb "First to the Future- on Active Leadership" by Willi Railo (rigorous proven methods to coach & lead Olympic-standard people, applicable to all) (ISBN82-991169-5-3 Norbok A/S 1995); and Jensen's punchy 'Simplicity' (ISBN 073820210X 2000). More peripherally look at: "The Time Management PocketBook" and "Yoga for Dummies" offering approaches for motivation, focus, and action to being better balanced as well as corporate citizens.

Overall 'AQ@Work' is only worthwhile- but it could be amongst the best with more rigor & science, less words, and more success statistics.

2 of 2 people found the following review helpful.

AQ @ work

By bob weigand

Learning to climb and leading others through their climb becomes an essential skill for leaders in the new millennium. The wisdom of Stoltz's work are that we have the potential to do both.

Bob Weigand, Director Management Training & Development, St.Luke's Hospital and Health Network

1 of 1 people found the following review helpful.

What sustains drive, motivation and success?

By GA Stelt

Why do some individuals quit, maintain status quo, get comfortable or continue to pursue dreams/purpose/goals? Focus on adversity and how individuals respond is a significant determining factor on whether their drive/motivation leads them to continued success or settle for something less. AQ includes many of the known success factors but identifies the difference responding to adversity plays into the equation. Supportive and practical information is included.

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