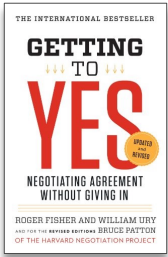
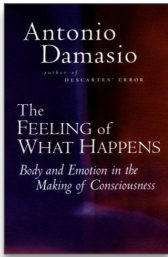


Here's a somewhat eclectic mix of books that have stuck with us over the course of our research. They draw from work in the fields of psychology, law, economics, decision-theory, personality, neuroscience, and negotiation. Pick and choose as your interests lead you.

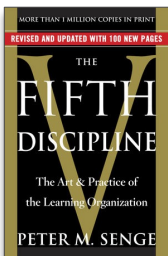


Getting to YES: Negotiating Agreement Without Giving In, by Roger Fisher, Bill Ury & Bruce Patton. This is a classic book in the field of negotiation and conflict resolution, from the Harvard Negotiation Project. Written for professionals, it draws on examples from business, international

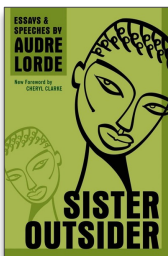
relations, and personal life to show how to move from adversarial, positional bargaining, to joint problem-solving.



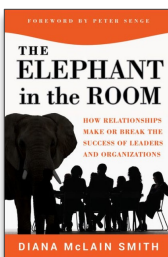
The Feeling of What Happens: Body and Emotion in the Making of Consciousness, by Antonio Damasio. Classic work on mental reasoning, our tendency to impute intentions, and the role of emotions in decision-making.



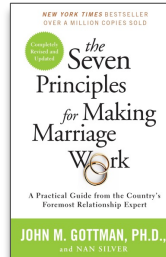
The Fifth Discipline Fieldbook, by Peter Senge, Art Kleiner, Charlotte Roberts, Rick Ross & Bryan Smith. Systems thinking, the Ladder of Inference, and other crucial tools for interpersonal competence.



Sister Outsider: Essays and Speeches, by Audre Lorde. Lorde's deep insights into communication, identity, and difference are at least as relevant today as when this book first appeared in 1984.

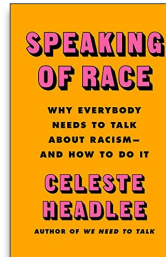


Elephant in the Room: How Relationships Make or Break the Success of Leaders and Organizations, by Diana McLain Smith. Smith takes a systematic look at how relationships have determined the fate of leaders and their enterprises, along with tools to help strengthen and change them.

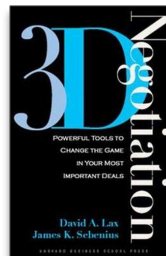


Seven Principles for Making Marriage Work, by John Gottman & Nan Silver. Gottman is the marriage researcher who has spent 25 years watching married couples have "difficult conversations" and describes what he looks for that tells him whether the relationship will survive and thrive or

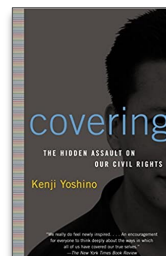
deteriorate and end in divorce. His observations hold true in professional relationships as well, making this a good companion to Difficult Conversations.



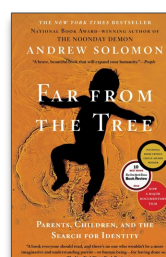
Speaking of Race: Why Everyone Needs to Talk about Racism--and How to Do It, by Celeste Headlee. In this urgently needed guide, *Speaking of Race* teaches us how to have productive conversations about race, offering insights, advice, and support.



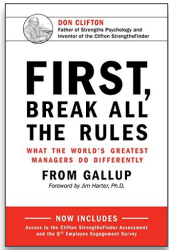
3-D Negotiation: Powerful Tools to Change the Game in Your Most Important Deals, by David Lax & James Sebenius. A sophisticated analysis of value-creating moves to make in business negotiations.



Covering: The Hidden Assault on Our Civil Rights, by Kenji Yoshino. "Blending memoir with argument," Yoshino offers a powerful meditation on identity and civil rights grounded in his own life as a gay Asian-American man.

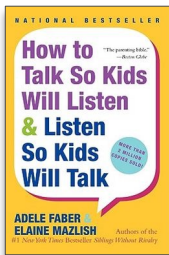


Far from the Tree: Parents, Children, and the Search for Identity, by Andrew Solomon. An extraordinary look at difference within families, with standout chapters on neurodiversity and those who are differently abled.

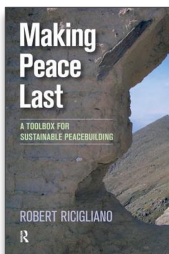


First Break All the Rules: What the World's Greatest Managers Do Differently, by Marcus Buckingham & Curt Coffman. Gallup study of 100,000 employees comparing teams that are highly productive, satisfied and loyal, to teams that have low productivity, morale, and high attrition, finds that

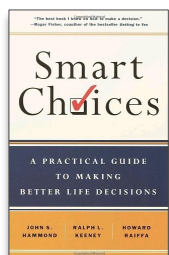
only 12 questions on their survey correlate to distinguish the 2 groups, most of which have to do with the quality of relationships at work, especially the relationship with one's direct supervisor. Authors stress that "people don't leave organizations. People leave managers."



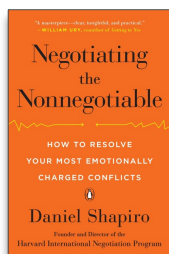
How to Talk So Kids Will Listen & Listen so Kids Will Talk, by Adele Faber & Elaine Mazlish. Take "Difficult Conversations" home. This concise and admirably clear guide to better communication will help any parent (and everyone else too!).



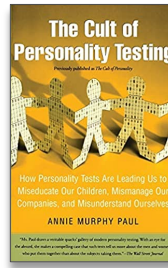
Making Peace Last: A Toolbox for Sustainable Peacebuilding, by Robert Ricigliano. A systems approach to the challenge of world peace—but the approach is equally applicable to an organization, a community, or a family.



Smart Choices: A Practical Guide to Making Better Decisions, by John Hammond, Ralph Keeney & Howard Raiffa. Raiffa is a pioneer in the field of decision trees and game theory, but is also a wonderfully grounded teacher. Here, he and his colleagues walk through some common mistakes and recommendations for making sound decisions in the face of uncertainty and confused priorities.

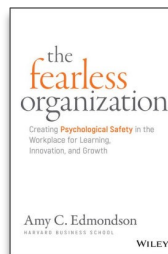


Negotiating the Nonnegotiable, by Dan Shapiro. One of the most creative books on strategies for managing difficult negotiation to come along in recent years.

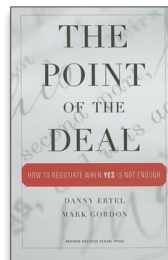


The Cult of Personality: How Personality Tests Are Leading Us to Miseducate Our Children, Mismange our Companies and Misunderstand Ourselves, by Anna Murphy Paul. The history and characters behind 9 of the most interesting and widely used personality indicators, including

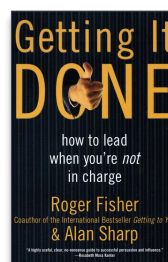
Myers-Briggs and "The Big Five." Paul is pessimistic about their reliability, and is concerned that these tests are being used for high-stakes decisions like hiring, firing, and custody. But you'll get a good understanding of the field and the players in it.



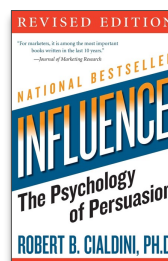
The Fearless Organization: Creating Psychological Safety in the Workplace, by Amy Edmondson. Edmondson is perhaps the leading researcher and thinker on what helps people feel safe enough to be their best selves at work.



The Point of the Deal, by Danny Ertel and Mark Gordon. One of the few books on negotiation to start with the end in mind: what will implementation look like?



Getting It Done: How to Lead When You're Not in Charge, by Roger Fisher & Alan Sharp. How to get a team onto the same page, organize an important discussion, or give feedback effectively. Distinguishing among appreciation, coaching, and evaluation, these problem-solving tools are especially helpful when facilitating group discussions.



Influence: The Psychology of Persuasion, by Robert Cialdini. A cornerstone work on the social psychology of how to increase your ability to influence others.