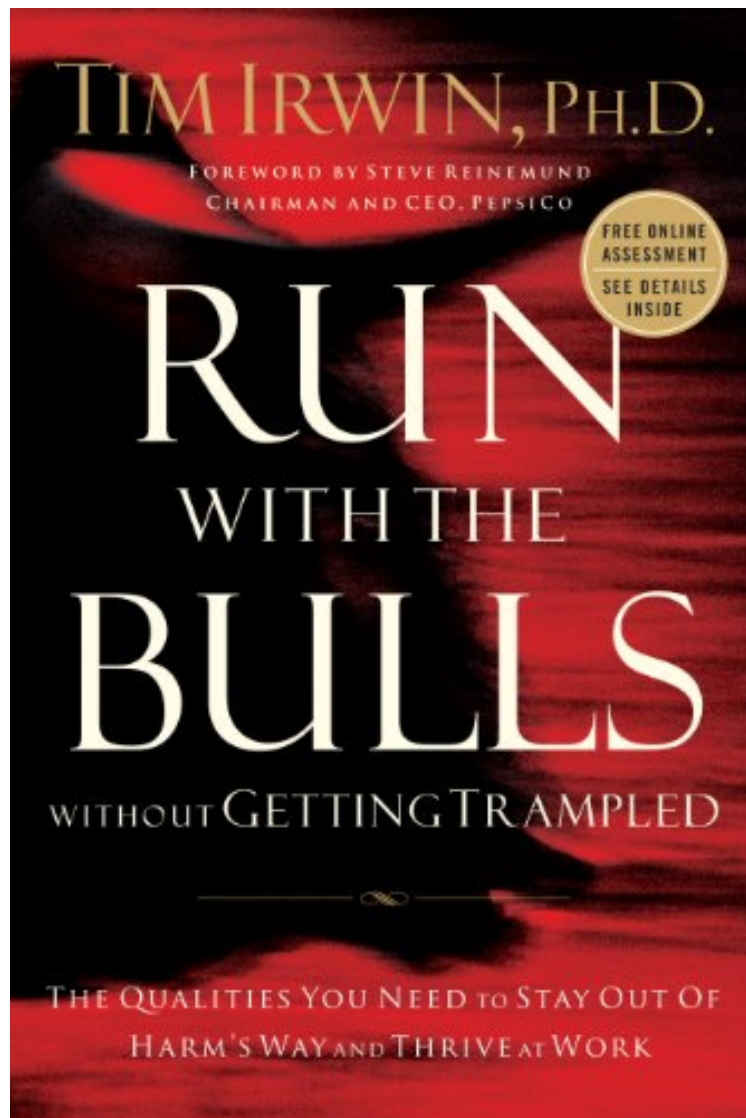


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## Run With the Bulls Without Getting Trampled: The Qualities You Need to Stay Out of Harm's Way and Thrive at Work

*Tim Irwin*

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**Tim Irwin : Run With the Bulls Without Getting Trampled: The Qualities You Need to Stay Out of Harm's Way and Thrive at Work** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Run With the Bulls Without Getting Trampled: The Qualities You Need to Stay Out of Harm's Way and Thrive at Work:

14 of 14 people found the following review helpful. A lot of meat and a little bull ...By James A. HatherleyI saw a

review of "Run With The Bulls without Getting Trampled," and immediately ordered a copy. I am glad that I did. Paraphrasing one of Tim Irwin's running themes, this book is easy-to-read, but it is not a simple book. One of the things that makes "Run With The Bulls" so interesting is the author's use of stories, and particularly the way that he weaves his nontraditional metaphors into personal, daily workplace context. A few examples include opening chapters with lessons learned from an awkward and (unnecessarily) expensive sidetrip to Portugal, a well planned overnight hike up Mt. Hood, a complicated and unnerving trip to the mountains of Peru made possible only through significant contingency planning, and of course, his running with the bulls in Pamplona. These stories, and many others, seamlessly lead into discussions of personal values, priority setting and behavior - essentially choices that ultimately add up to seven critical success factors that lead to the development of a significant life. For people who have been around the workplace for a while, Irwin's descriptors make it impossible not to identify similar successes and failures of people they know, or to recognize the good and bad traits of managers for whom they have worked, or to capture the positive attributes of leaders from whom they have learned. The real challenge, however, is to understand the broader meaning of the easy metaphors, and how to incorporate them into your own life and circumstances. This is the hard part because Irwin is very clear about the need to adapt, to change and to understand why you must, and the commitment that is required. In fact, one of the quotations, used to lead each chapter, comes from Max DePree, former CEO of Herman Miller, "It is important to remember that we cannot become what we need to be by remaining what we are." Amen to that! However, here is where I have to take an exception with the author. One of his chapter introducing stories is about his son Jim, the same young man who created the inspiration to run with the bulls. In this particular story, Jim, a successful athlete, fares badly in his Little League tryout and is embarrassingly relegated to a team of younger boys. In fact, it is such an embarrassment that he is ready to quit playing. The author acknowledged that Jim's failure was a big surprise, caused at least in part by his failure to help him prepare for his tryout like other fathers had done. He "grieves for his disappointment and the crisis for the whole family," but you get the distinct impression that this event was not even on the author's radar screen while he was busy working ("pouring himself") on HIS life of significance. And here's the point - several paragraphs later we are reading about a sensitively astute manager, a nurturer, who reaches out to Jim and helps him develop the skills that lead to his baseball enjoyment and success. It's a nice story, but it also raises a question. Is it OK for you to successfully run with the bulls if the people dependent on you are getting trampled? The message regarding responsibility seemed mixed, made better by the effectiveness of a volunteer parent who (fortunately) makes things right. But, what if the coach had been a minimalist volunteer primarily consumed by the development of his own child? Is it simply enough to say that you "grieve" for the failures of those connected to you, or must you add that there is an accountability ultimately relating back to you for their failures? That point notwithstanding, there is a lot to think about, and appreciate, in "Run With The Bulls." There is even a website to log into post-completion to watch the actual running of the bulls and to take an attitude test. This was a unique feature for me.

0 of 0 people found the following review helpful. An enlightening read  
By Matt Mintz This is a fantastic book. I wish it were around when I began my career. I think it should be taught in high schools. It really nails down what people need to do to be successful in whatever they do. It makes the point that how we do our jobs is just as important as what we do. I highly recommend this book for anyone who has ever struggled in the workplace--especially for those who wonder why their brute intelligence doesn't take them further.

0 of 0 people found the following review helpful. Looking for growth at work? Read this.....  
By E. Nichols This book gave a good understanding of how to deal with the "common" issues that arise with anyone serious about their business / employment. It gives some background on the author and his experiences in business and life, and while not necessarily the "deepest" of books, it does provide a good message and overall is worth the read.

"[Run With the Bulls Without Getting Trampled shows] us how success in the workplace can be something more-but is never less-than the sum of our experiences, emotions, and intelligence. I really liked this book."-Marcus Buckingham, International speaker and best-selling author, Now Discover Your Strengths and First, Break All the Rules "Run With the Bulls Without Getting Trampled is one of those books that really makes you want to be a better manager, a better leader, a better person. The stories are powerful, the anecdotes are right on the money, and the wisdom is so evident and clear."-Pat Lencioni, Author, The Five Dysfunctions of a Team, and President, The Table Group "Run With the Bulls Without Getting Trampled grabbed me from page one and never let go. It's one of those rare business books full of fresh, original stories that inspire us to take a look at our three Cs: commitment, character, and competence."-Ken Blanchard, Coauthor, The One Minute Manager; and Leading at a Higher Level "As a member of the senior White House staff and a veteran in banking and the executive search fields, I have interviewed thousands of highly successful people. In Run With the Bulls Without Getting Trampled, Dr. Tim Irwin nails the essential differences between those who do well and those who don't. If you want to know what it takes to make it in any endeavor, read this book!"-J. Veronica Biggins, Senior Partner, Heidrick Struggles "In this inspiring and adventure-filled book, Tim Irwin creatively weaves in stories from his own experiences with hard-hitting corporate examples. It's a great read for those willing to do the work required to experience their own spectacular results and enjoy success."-Roger Staubach, Chairman/CEO, The Staubach Company and Super Bowl MVP \_\_\_\_\_ Run

With *The Bulls Without Getting Trampled* features Tim Irwin's seven critical success factors as well as six common career derailers. With compelling real-life stories to launch each chapter, Irwin distills not only his experiences as a successful corporate psychologist but also what he has learned from others in thousands of interviews with senior executives. Inside you will also find how you can access free online self-assessment exercises and developmental resources.

From Publishers Weekly For the 85% of Americans who feel unhappy and unfulfilled by their work, Irwin provides a thoughtful examination of the likely causes and strategies for reversing course. His insight into the seven traits that underlie success and personal fulfillment are based on thousands of executive interviews he has conducted during his career as a corporate psychologist. He sharpens his message with stories of courage, perseverance and periodic disappointment from his own life—such as running with the bulls in Spain, crossing a glacier and helping a son through a Little League crisis. Though he sometimes overwrites, his points are still valid (e.g., he compares personal integrity to a submarine hull: even the slightest fissure can sink the whole ship). The exercises to help readers function with greater authenticity are neither gimmicky nor time-consuming. For example, he suggests examining a decision's validity by considering how the rationale would sound if explained to an investigative reporter on 60 Minutes. Irwin offers more personal insight than most management book authors and may save readers from hours on a therapist's couch. (Jan.) Copyright © 2011; Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. About the Author Tim Irwin, Ph.D., is an author, speaker, and leading authority on leadership development, organizational effectiveness, and executive selection. He has consulted with many Fortune 100 companies and served in a senior post for a US-based company with more than 300 offices worldwide.