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Peter F. Drucker - Managing Yourself Writer: . Date: 15 Feb 2011Peter F. Drucker - Manage Yourself PDF (300 dpi Scans) - 70 pages 70.3 mbHarvard Business School / Il Sole 24 Ears | 2009 | Italian, English | In 1994, Die Burger and Volks vols 2/12 | Peter Drucker explains how you can build your career by developing a complete understanding of how to seize the opportunities that arise and when it's time to change course. This article, one of the most influential ever published by the Harvard Business Review, will help you unlock your full potential, discover your strengths, understand how you can work best with others and identify the most suitable job contexts for you. Hotfile links: ITA-ENG).part1.rar.html ITA-ENG).part1.part1.rar ITA-ENG).part1.rar.html ITA-ENG).part2.rar.html Peter F. Drucker, economist, essayist and expert in corporate management, in 1999 he published *Managing Oneself*, a book that gives guidance for freelancers and employees on how to start managing their careers well. It's up to you to carve out a place in the world, but also to understand when you need to change direction. It's up to you to keep yourself active and productive during a career that can take up to 50 years. Peter Drucker in the book and in his university courses, explained in detail how to bring out all his full potential. In an extremely detailed and concrete pathway. Here are some of his most interesting insights. *Managing Yourself* The very successful people – like Napoleon, Da Vinci, Mozart – could manage themselves. Their working method is what made them extraordinary people. The names mentioned are extremely rare exceptions, given their talent and results. That's not to say that being a manager of yourself is an exclusive of genes. Our small daily successes can still be a source of personal satisfaction. There, drucker drucker to explain his philosophy. An effective path of managing yourself may seem obvious, even elemental. The choices we make may seem obvious to the point of appearing naïve. Despite this, Drucker describes a path that can lead to unexpected discoveries and require tempering and constancy from anyone undertook it. Behave a manager of yourself means acting like real CEOs. What is my Drucker's proposal is first and foremost a path of self-knowledge. Rarely does a person radically change what they are: their strengths, reference values, ways of working and learning. To make use of your potential, you need to fully understand yourself and apply what you have learned. The first step is knowing strengths and weaknesses. It may seem obvious, but it isn't. We often think we know how to do something good, but we're wrong: The only method we have of discovering our strengths is analyzing the results. When making an important decision or taking important action, write down what results you plan to achieve. Nine or 12 months later, compare the actual results to your expectations. I've been practicing this method for 15-20 years and every time I do, I'm surprised. This simple method, which is practiced consistently, should show you within two to three years what are the safe points you can base your career on. Not just that. You can also find out what stops you from fully upping your potential. You'll find out what you're not particularly competent in and in which fields you don't have any kind of talent. Once this is done, the strategies to implement are 3:1) Focus on your talents. Choose sectors and areas where you can take full advantage of your potential. 2) Improve your strengths. Analyzing the results will show you what skills and knowledge you need to improve and which ones to acquire. 3) Discover and overcome your intellectual arrogance. Through this expression, Drucker means a kind of snobbery towards thematic areas that doesn't directly concern his work. Human Resources managers, he explains by example, are often proud of their ignorance in the most basic financial transactions or in the quantitative method. But being proud of this ignorance is often a cause of defeat. As a work Drucker says, few people know how they work. The truth is, he adds, many of us ignore the fact that people work and perform in different ways. Too many people use working methods that are not suitable for themselves, and this almost always leads to poor performance. Understanding how we work is essential to have good performance. And that's a given factor, which you can't change at all. Knowing your optimal operation are about 3 basic features. Reader or listener? To work well, it is firstly important to understand a fundamental difference: are our readers or listeners? Drucker in this case means the preferred method of capturing information. Is it better for things to be explained to me by voice or in writing? How do I learn? The second step is understanding how I learn. Very well for example, they did not do well at school. The reason is that teachers and professors are primarily taught by voice and reading. There are people learning by writing. And there are at least half a dozen different learning modes. Some learn by writing, others by taking notes. Still others learn by doing and others eventually learn by hearing each other speak. Drucker cites the example of Beethoven, who left around a large amount of notes. Still, he said never to look at them like he composed. When asked why he kept the notes at the time, he replied: If I don't take notes right away, I immediately forget it. If I write them in a blocknote, I'll never forget that and I'll never have to go reread it again. Associate or Solitaire? Do I work better with other people or alone? And if I work well with others, what kind of relationship? For example, there are those who work better than employees. Others perform better than team members. Still others have exceptional talent as mentors or coaches. Another important question: Do I get better results as a board member or as a decision maker? Many people are excellent advisers, but they can't bear the burden of being in charge. On the contrary, leaders often need someone to advise them, to get them to think. Once a decision is made, however, they act quickly, bravely and safely. To these reflections, Drucker adds other related questions: Am I working well under stress or do I need a predictable routine? Do I actually work better big or small? What are my values? At this point, Drucker sets the mirror test. And he does it by telling a funny story, which seems to have really happened. At the beginning of the 20th century, the German ambassador to London was the most respected diplomat in Europe. He was clearly destined for big things: to become the foreign minister of his country, if not even chancellor. Still, in 1906, he preferred to quit rather than pre-perch over a dinner that would hold the diplomatic corps honoring Edward VII. The king was a well-known woman and made it clear what kind of dinner he was expecting. Apparently the ambassador broke, I refuse to see a pimple in the mirror when I'm in the morning. And here's the mirror test. To manage yourself, it is important to understand what your values are. To do this, just ask yourself: what kind of person do I want to see in the mirror in the morning? It's not just a matter of principle. Working in an organization whose values are not shared, we will condemn to be frustrated and perform low. The company is not said to have to share exactly the same values, but they should at least be similar enough to create a What is your profession? You know your strengths, how you learn and how you produce better, the answer to the next question should be very obvious: what is my profession? In what area, that is, I can be sure to work well and be efficient. Typically, the answer to this question comes around the age of 25. Answering the question allows you to transform an ordinary person into an overtime worker. How can I make a contribution? Once you have chosen a referral sector, appealing, it is necessary to understand how to effectively contribute to achieving the goals of the company, the team, the organization of which you are part. There are three questions to understand this: What's the situation? What are the conditions? Given my talents, my working methods and my values, how can I make the best contribution to the situation? What goals should I achieve to make a difference? Responsibilities in relationships There are few people who work exclusively for themselves. This also applies to freelancers and freelancers. Being a manager of yourself yourself also means working responsibly with others. A task divided into two parts. First of all, we need to understand that other autonomous individuals are, like us. Colleagues and forears, Drucker ironically commented, perversely insist on acting like human beings. This means they do their own strengths, their own way of doing things and their values. Knowing these aspects can be more efficient because you will know how to use the potential of others. The second aspect concerns communication. It may seem strange, recessed or even stupid, but to work better, you need to clearly communicate to others how you are made: what your strengths are, how you function and what your values are. And you also have to ask others the same. Communication effectively will allow you to understand each other and build relationships based on trust. The second part of life To avoid being bored in the second part of life, we should have a plan B. Typically, around the age of 45, you reach the peak of your career. This means that for another 20, if not 25 years, the same things will continue to be done: the same tasks, the same responsibilities, the same sector. Managing yourself in middle age often means avoiding gesture-borneness. A consequence we can achieve in 3 different ways. 1) Start a new career. Sometimes you just have to switch between businesses. 2) Start a parallel career, for example by focusing on part-time counseling. 3) To create social initiatives. It's a path that many successful people generally choose: they continue to do their jobs as always, they also begin non-profit activities, for the good of the community in which they live. Live.

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