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Playing the Cards You're Dealt Nov 04 2020 "With a deft hand, Johnson shows us there's no such thing as "too young" when it comes to questioning big ideas like manhood, or even family." –Jason Reynolds, New York Times bestselling author of *Look Both Ways* and *Stamped* Literary powerhouse and Coretta Scott King Honor- and Boston Globe / Horn Book Honor-winning author of *The Parker Inheritance* Varian Johnson explores themes of toxic masculinity and family legacy in this heartfelt, hopeful story of one boy discovering what it really means to be a man. SECRETS ARE ALWAYS A GAMBLE Ten-year-old Anthony Joplin has made it to double digits! Which means he's finally old enough to play in the spades tournament every Joplin Man before him seems to have won. So while Ant's friends are stressing about fifth grade homework and girls, Ant only has one thing on his mind: how he'll measure up to his father's expectations at the card table. Then Ant's best friend gets grounded, and he's forced to find another spades partner. And Shirley, the new girl in his class, isn't exactly who he has in mind. She talks a whole lot of trash -- way more than his old partner. Plus, he's not sure that his father wants him playing with a girl. But she's smart and tough and pretty, and knows every card trick in the book. So Ant decides to join forces with Shirley -- and keep his plans a secret. Only it turns out secrets are another Joplin Man tradition. And his father is hiding one so big it may tear their family apart...

One Two Three Apr 09 2021 Everyone knows everyone in the tiny town of Bourne, but the Mitchell triplets are especially beloved. Mirabel is the smartest person anyone knows, and no one doubts it just because she can't speak. Monday is the town's purveyor of books now that the library's closed—tell her the book you think you want, and she'll pull the one you actually do from the microwave or her sock drawer. Mab's job is hardest of all:

get good grades, get into college, get out of Bourne. For a few weeks seventeen years ago, Bourne was national news when its water turned green. The girls have come of age watching their mother's endless fight for justice. But just when it seems life might go on the same forever, the first moving truck anyone's seen in years pulls up and unloads new residents and old secrets. Soon, the Mitchell sisters are taking on a system stacked against them and uncovering mysteries buried longer than they've been alive. Because it's hard to let go of the past when the past won't let go of you. -- Amazon.com.

The First Wife Dec 05 2020 I moved closer to the little girl, afraid that our voices would be caught by the monitor. 'What happened to you, Lucy? Can you tell me?' When Sophie's life falls apart, she accepts an invitation from a childhood friend, Caroline, to visit her family's beautiful beach house, situated at the mouth of an isolated cove, miles from the nearest town. The silence is broken only by the rhythmic crash of the waves against the jagged black rocks below. But when Sophie arrives, she finds her friend much changed. Caroline – who used to be so warm and confident – is secretive and on-edge, spending long, unexplained hours away from her family. And then there's Caroline's little daughter Lucy – who stopped speaking soon after they moved in. Caroline assures Sophie that it's only a phase, but Sophie thinks Lucy looks a little uncared for, a little afraid... Then one night Sophie is woken by a scream and runs to find Lucy, out of bed and at the attic window, staring in terror at the view below. When Sophie goes to look, her blood runs cold... What secrets hide behind closed doors in this isolated house by the sea? A compelling domestic drama from the USA Today bestselling author of Gracie's Secret. Perfect for fans of Big Little Lies and The Couple Next Door. What readers are saying about The First Wife: 'I loved this book! From the moment I started, I couldn't stop reading it... The author did an amazing job... Kept me guessing until the very end... I loved it!' Goodreads reviewer, 5 stars 'The First Wife is a stunning page-turner I did not want to put down... The ending is so twisted and fascinating... Just WOW! Unbelievably fantastic read. This is the best book I've read so far in 2020. Worth more than 5 stars to me.' Goodreads reviewer, 5 stars 'What an amazing book by Jill Childs... This story had me hooked from the first chapter and I read it practically in one sitting!... I never saw the twist at the end coming! I cannot wait to recommend this book to all!' NetGalley reviewer 'The story draws you in from page one and as soon as the two friends are reunited, it's clear that it's a far from happy household... The writing is both descriptive and atmospheric and just as you think you have the

whole thing worked out, there's a totally unexpected twist which I didn't see coming. A great read and highly recommended - in fact if I could give it more than five stars I would!' Jo Lambert Books Blog, 5 stars 'A gripping read.' Goodreads reviewer, 5 stars 'A chilling, edge-of-your-seat read that will knock the life right out of you!! A must read!! Another brilliant author that keeps you entertained from the very first page!!' Goodreads reviewer 'Love all books from this author and this was a brilliant read... It was definitely a page-turner and kept me on the edge of my seat throughout, all with interesting characters and I can certainly recommend. Well done Jill I look forward to your next read.' NetGalley reviewer, 5 stars 'The First Wife has an unbelievable twist that I just didn't see coming!' NetGalley reviewer, 5 stars 'Dark, creepy with a dash of gothic charm I was gripped from the beginning. The relationship built between Sophie and Lucy was beautiful and as mentioned the ending shocked me! The perfect thriller / mystery.' NetGalley reviewer, 5 stars 'A brilliant mystery/thriller with a lot of awesome characters and a strong domestic plot line! Intriguing and twisty! Does not disappoint!' NetGalley reviewer, 5 stars 'This was an amazing book. Everything from Jill goes above and beyond. This is one of the best. Thought-provoking and wonderfully well-written. The final chapters were so heart-wrenching I was close to tears. Didn't want it to end.' Goodreads reviewer, 5 stars

The Reading Group Nov 28 2022 The Reading Group follows the trials and tribulations of a group of women who meet regularly to read and discuss books. Over the course of a year, each of these women become intertwined, both in the books they read and within each other's lives. Inspired by a shared desire for conversation, a good book and a glass of wine—Clare, Harriet, Nicole, Polly, and Susan undergo startling revelations and transformations despite their differences in background, age and respective dilemmas. What starts as a reading group gradually evolves into a forum where the women may express their views through the books they read and grow to become increasingly more open as the bonds of friendship cement. In The Reading Group, Noble reveals the many complicated paths in life we all face as well as the power and importance of friendship.

The Four Winds Dec 29 2022 "The Bestselling Hardcover Novel of the Year."--Publishers Weekly From the number-one bestselling author of *The Nightingale* and *The Great Alone* comes a powerful American epic about love and heroism and hope, set during the Great Depression, a time when the country was in crisis and at war

with itself, when millions were out of work and even the land seemed to have turned against them. “My land tells its story if you listen. The story of our family.” Texas, 1921. A time of abundance. The Great War is over, the bounty of the land is plentiful, and America is on the brink of a new and optimistic era. But for Elsa Wolcott, deemed too old to marry in a time when marriage is a woman’s only option, the future seems bleak. Until the night she meets Rafe Martinelli and decides to change the direction of her life. With her reputation in ruin, there is only one respectable choice: marriage to a man she barely knows. By 1934, the world has changed; millions are out of work and drought has devastated the Great Plains. Farmers are fighting to keep their land and their livelihoods as crops fail and water dries up and the earth cracks open. Dust storms roll relentlessly across the plains. Everything on the Martinelli farm is dying, including Elsa’s tenuous marriage; each day is a desperate battle against nature and a fight to keep her children alive. In this uncertain and perilous time, Elsa—like so many of her neighbors—must make an agonizing choice: fight for the land she loves or leave it behind and go west, to California, in search of a better life for her family. *The Four Winds* is a rich, sweeping novel that stunningly brings to life the Great Depression and the people who lived through it—the harsh realities that divided us as a nation and the enduring battle between the haves and the have-nots. A testament to hope, resilience, and the strength of the human spirit to survive adversity, *The Four Winds* is an indelible portrait of America and the American dream, as seen through the eyes of one indomitable woman whose courage and sacrifice will come to define a generation.

The Overstory: A Novel Jun 23 2022 Winner of the Pulitzer Prize in Fiction Shortlisted for the Man Booker Prize New York Times Bestseller A New York Times Notable Book and a Washington Post, Time, Oprah Magazine, Newsweek, Chicago Tribune, and Kirkus Reviews Best Book of 2018 "The best novel ever written about trees, and really just one of the best novels, period." —Ann Patchett *The Overstory*, winner of the 2019 Pulitzer Prize in Fiction, is a sweeping, impassioned work of activism and resistance that is also a stunning evocation of—and paean to—the natural world. From the roots to the crown and back to the seeds, Richard Powers’s twelfth novel unfolds in concentric rings of interlocking fables that range from antebellum New York to the late twentieth-century Timber Wars of the Pacific Northwest and beyond. There is a world alongside ours—vast, slow, interconnected, resourceful, magnificently inventive, and almost invisible to us. This is the story of a handful of

people who learn how to see that world and who are drawn up into its unfolding catastrophe.

Intimacies Jan 06 2021 A NEW YORK TIMES TOP 10 BOOK OF 2021 LONGLISTED FOR THE 2021 NATIONAL BOOK AWARD IN FICTION ONE OF BARACK OBAMA'S FAVORITE 2021 READS AN INSTANT NATIONAL BESTSELLER A BEST BOOK OF 2021 FROM Washington Post, Vogue, Time, Oprah Daily, New York Times, Los Angeles Times, San Francisco Chronicle, Atlantic, Kirkus and Entertainment Weekly "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* "One of the best novels I've read in 2021." —Dwight Garner, *The New York Times* 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.

You Are Enough Aug 21 2019 NATIONAL BESTSELLER A spiritual thought-leader and featured guest on Oprah's SuperSoul Sunday helps us learn to quiet fear and anxiety and discover the powerful wholeness that exists within us all in this inspiring and affirmative guide. Achieving equilibrium in today's age of anxiety can seem like a near-impossible—even frivolous—task. Panache Desai offers a refreshing, surprisingly unusual approach to meet the challenges of the modern moment and heal the fractured self it produces. For Desai, the soul—whole, unbroken, at peace, and one with the life source—isn't a destination. It already exists within each of us, just waiting to be revealed. It is not something we have to work to develop—it is our birthright. And when we are in union with our soul, we experience a personal evolution that not only illuminates our individual cosmic purpose but helps us to engage the sense of purpose and presence necessary to remake the world itself. You

Are Enough offers a straightforward, non-judgmental, and approachable process of revealing the soul, of coming into alignment and harmony with our true selves. Combining personal narrative, clear and inspiring philosophy, and prescriptive practices, it reveals that the way through is the way in—that the way through fear, self-doubt, and anxiety is accepting and embracing dissonance and emotional and psychological blockages, so that we can approach our lives and the world from a perspective that understands our fears are not who we are. Desai's goal is simple: to guide readers through radical self-acceptance toward a life of ultimate peace and fulfillment. Beautifully designed, this enlightening volume by a fresh voice shows us that while life may have caused us to forget our power, potential, light, and love, they are always there, just waiting to be discovered.

Broken for You Aug 13 2021 “A dazzling mosaic of intersecting lives and fates . . . Comparisons to John Irving and Tennessee Williams would not be amiss in this show-stopping debut” (Kirkus Reviews, starred review). The national bestseller and Today Show Book Club selection, *Broken for You* is the story of two women in self-imposed exile whose lives are transformed when their paths intersect . . . When we meet septuagenarian Margaret Hughes, she is living alone in a mansion in Seattle with only a massive collection of valuable antiques for company. Enter Wanda Schultz, a young woman with a broken heart who has come west to search for her wayward boyfriend. Both women are guarding dark secrets and have spent many years building up protective armor against the outside world. As their tentative friendship evolves, the armor begins to fall away and Margaret opens her house to the younger woman. This launches a series of unanticipated events, leading Margaret to discover a way to redeem her cursed past, and Wanda to learn the true purpose of her cross-country journey. “I absolutely fell in love with this book. . . . There is a message here about creating family in the most unusual places. . . . A wonderful, engaging story.” —Sue Monk Kidd, New York Times–bestselling author of *The Secret Life of Bees* “Well-crafted plotting and crackling wit make this debut novel by Seattle author Kallos a delight to read and a memory to savor . . . Book groups will enjoy discussing the layers of meaning, the stylistic nuances, and the powerful message of hope secreted in these pages.” —Booklist (starred review)

Respectable Sins Apr 21 2022 Over 250,000 copies sold Have we become so focused on “major” sins that we’ve grown apathetic about our subtle sins? Renowned author Jerry Bridges takes you into a deep look at the corrosive patterns of behavior that we often accept as normal, in this established and impactful book. Practical,

thought-provoking, and relevant at any stage of life, *Respectable Sins* addresses a dozen clusters of specific “acceptable” sins that we tend to tolerate in ourselves, such as: Jealousy Anger Judgementalism Selfishness Pride Writing from the trenches of his own battles with sin, Bridges offers a message of hope in the transforming grace of God to overcome our “respectable sins.” Now with an added study guide for personal use or group discussion so you can dive deeper into this staple of Jerry Bridges’s classic collection. “Read this book—we need to—and be ready for a gentle surgeon’s sharp knife.” —J. I. Packer, author and speaker

Morningside Heights Jul 24 2022 A New York Times Book Review Editors' Choice Book • When Ohio-born Pru Steiner arrives in New York in 1976, she follows in a long tradition of young people determined to take the city by storm. But when she falls in love with and marries Spence Robin, her hotshot young Shakespeare professor, her life takes a turn she couldn’t have anticipated. Thirty years later, something is wrong with Spence. The Great Man can’t concentrate; he falls asleep reading *The New York Review of Books*. With their daughter, Sarah, away at medical school, Pru must struggle on her own to care for him. One day, feeling especially isolated, Pru meets a man, and the possibility of new romance blooms. Meanwhile, Spence’s estranged son from his first marriage has come back into their lives. Arlo, a wealthy entrepreneur who invests in biotech, may be his father’s last, best hope. *Morningside Heights* is a sweeping and compassionate novel about a marriage surviving hardship. It’s about the love between women and men, and children and parents; about the things we give up in the face of adversity; and about how to survive when life turns out differently from what we thought we signed up for.

Big Friendship Oct 15 2021 A close friendship is one of the most influential and important relationships a human life can contain. Anyone will tell you that! But for all the rosy sentiments surrounding friendship, most people don’t talk much about what it really takes to stay close for the long haul. Now two friends, Aminatou Sow and Ann Friedman, tell the story of their equally messy and life-affirming *Big Friendship* in this honest and hilarious book that chronicles their first decade in one another’s lives. As the hosts of the hit podcast *Call Your Girlfriend*, they’ve become known for frank and intimate conversations. In this book, they bring that energy to their own friendship—its joys and its pitfalls. Aminatou and Ann define *Big Friendship* as a strong, significant bond that transcends life phases, geographical locations, and emotional shifts. And they should know: the two have had moments of charmed bliss and deep frustration, of profound connection and gut-wrenching alienation. They have

weathered life-threatening health scares, getting fired from their dream jobs, and one unfortunate Thanksgiving dinner eaten in a car in a parking lot in Rancho Cucamonga. Through interviews with friends and experts, they have come to understand that their struggles are not unique. And that the most important part of a Big Friendship is making the decision to invest in one another again and again. An inspiring and entertaining testament to the power of society's most underappreciated relationship, Big Friendship will invite you to think about how your own bonds are formed, challenged, and preserved. It is a call to value your friendships in all of their complexity. Actively choose them. And, sometimes, fight for them.

Disappearing Earth Oct 23 2019 One of The New York Times 10 Best Books of the Year National Book Award Finalist Finalist for the National Book Critics Circle John Leonard Prize Finalist for the Center for Fiction First Novel Prize Finalist for the New York Public Library's Young Lions Fiction Award National Best Seller "Splendidly imagined . . . Thrilling" --Simon Winchester "A genuine masterpiece" --Gary Shteyngart Spellbinding, moving--evoking a fascinating region on the other side of the world--this suspenseful and haunting story announces the debut of a profoundly gifted writer. One August afternoon, on the shoreline of the Kamchatka peninsula at the northeastern edge of Russia, two girls--sisters, eight and eleven--go missing. In the ensuing weeks, then months, the police investigation turns up nothing. Echoes of the disappearance reverberate across a tightly woven community, with the fear and loss felt most deeply among its women. Taking us through a year in Kamchatka, Disappearing Earth enters with astonishing emotional acuity the worlds of a cast of richly drawn characters, all connected by the crime: a witness, a neighbor, a detective, a mother. We are transported to vistas of rugged beauty--densely wooded forests, open expanses of tundra, soaring volcanoes, and the glassy seas that border Japan and Alaska--and into a region as complex as it is alluring, where social and ethnic tensions have long simmered, and where outsiders are often the first to be accused. In a story as propulsive as it is emotionally engaging, and through a young writer's virtuosic feat of empathy and imagination, this powerful novel brings us to a new understanding of the intricate bonds of family and community, in a Russia unlike any we have seen before.

The Book That Matters Most: A Novel Feb 07 2021 An enthralling novel about love, loss, secrets, friendship, and the healing power of literature, by the bestselling author of The Knitting Circle. Ava's twenty-five-year marriage has fallen apart, and her two grown children are pursuing their own lives outside of the country. Ava

joins a book group, not only for her love of reading but also out of sheer desperation for companionship. The group's goal throughout the year is for each member to present the book that matters most to them. Ava rediscovers a mysterious book from her childhood—one that helped her through the traumas of the untimely deaths of her sister and mother. Alternating with Ava's story is that of her troubled daughter Maggie, who, living in Paris, descends into a destructive relationship with an older man. Ava's mission to find that book and its enigmatic author takes her on a quest that unravels the secrets of her past and offers her and Maggie the chance to remake their lives.

Think Again Jan 26 2020 #1 New York Times Bestseller “THIS. This is the right book for right now. Yes, learning requires focus. But, unlearning and relearning requires much more—it requires choosing courage over comfort. In Think Again, Adam Grant weaves together research and storytelling to help us build the intellectual and emotional muscle we need to stay curious enough about the world to actually change it. I've never felt so hopeful about what I don't know.” —Brené Brown, Ph.D., #1 New York Times bestselling author of Dare to Lead The bestselling author of Give and Take and Originals examines the critical art of rethinking: learning to question your opinions and open other people's minds, which can position you for excellence at work and wisdom in life Intelligence is usually seen as the ability to think and learn, but in a rapidly changing world, there's another set of cognitive skills that might matter more: the ability to rethink and unlearn. In our daily lives, too many of us favor the comfort of conviction over the discomfort of doubt. We listen to opinions that make us feel good, instead of ideas that make us think hard. We see disagreement as a threat to our egos, rather than an opportunity to learn. We surround ourselves with people who agree with our conclusions, when we should be gravitating toward those who challenge our thought process. The result is that our beliefs get brittle long before our bones. We think too much like preachers defending our sacred beliefs, prosecutors proving the other side wrong, and politicians campaigning for approval--and too little like scientists searching for truth. Intelligence is no cure, and it can even be a curse: being good at thinking can make us worse at rethinking. The brighter we are, the blinder to our own limitations we can become. Organizational psychologist Adam Grant is an expert on opening other people's minds--and our own. As Wharton's top-rated professor and the bestselling author of Originals and Give and Take, he makes it one of his guiding principles to argue like he's right but listen like he's wrong. With bold ideas and

rigorous evidence, he investigates how we can embrace the joy of being wrong, bring nuance to charged conversations, and build schools, workplaces, and communities of lifelong learners. You'll learn how an international debate champion wins arguments, a Black musician persuades white supremacists to abandon hate, a vaccine whisperer convinces concerned parents to immunize their children, and Adam has coaxed Yankees fans to root for the Red Sox. Think Again reveals that we don't have to believe everything we think or internalize everything we feel. It's an invitation to let go of views that are no longer serving us well and prize mental flexibility over foolish consistency. If knowledge is power, knowing what we don't know is wisdom.

The Book of Two Ways Nov 23 2019 #1 NEW YORK TIMES BESTSELLER • From the author of *Small Great Things* and *A Spark of Light* comes a “powerful” (The Washington Post) novel about the choices that alter the course of our lives. NAMED ONE OF THE BEST BOOKS OF THE YEAR BY MARIE CLAIRE Everything changes in a single moment for Dawn Edelstein. She's on a plane when the flight attendant makes an announcement: Prepare for a crash landing. She braces herself as thoughts flash through her mind. The shocking thing is, the thoughts are not of her husband but of a man she last saw fifteen years ago: Wyatt Armstrong. Dawn, miraculously, survives the crash, but so do all the doubts that have suddenly been raised. She has led a good life. Back in Boston, there is her husband, Brian, their beloved daughter, and her work as a death doula, in which she helps ease the transition between life and death for her clients. But somewhere in Egypt is Wyatt Armstrong, who works as an archaeologist unearthing ancient burial sites, a career Dawn once studied for but was forced to abandon when life suddenly intervened. And now, when it seems that fate is offering her second chances, she is not as sure of the choice she once made. After the crash landing, the airline ensures that the survivors are seen by a doctor, then offers transportation to wherever they want to go. The obvious destination is to fly home, but she could take another path: return to the archaeological site she left years before, reconnect with Wyatt and their unresolved history, and maybe even complete her research on *The Book of Two Ways*—the first known map of the afterlife. As the story unfolds, Dawn's two possible futures unspool side by side, as do the secrets and doubts long buried with them. Dawn must confront the questions she's never truly asked: What does a life well lived look like? When we leave this earth, what do we leave behind? Do we make choices . . . or do our choices make us? And who would you be if you hadn't turned out to be the person you are

right now?

Dear White Friend Mar 08 2021 My friend, I do not believe you are a racist. Melvin Gravelly eloquently accomplishes what many have undoubtedly wished to do: talk openly to someone we know about race in the United States today. Gravelly uses significant experience as a business and civic leader to express a rare balance in this timely message. *Dear White Friend* is a forthright, collegial conversation via chapters in the form of letters, each with a combination of personal reflection and meaningful hard facts. Gravelly challenges the reader but without judgment or indictment. His depth of thought, deftness of expression, and clear, layman's terms make for an urgent call to begin to close the gap between races in America. The book presents an invitation to understand three questions at the heart of the issue: What is really going on with race in our country? Why must we care? And what can we do about it together? In the end, Gravelly calls on us to ask ourselves, "What is my role in all of this?" After reading *Dear White Friend*, readers will understand why their answer to his question can change everything.

I'm Still Here Sep 26 2022 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.

The Person You Mean to Be Mar 20 2022 “Finally: an engaging, evidence-based book about how to battle biases, champion diversity and inclusion, and advocate for those who lack power and privilege. Dolly Chugh makes a convincing case that being an ally isn't about being a good person—it's about constantly striving to be a better person.” —Adam Grant, New York Times bestselling author of Give and Take, Originals, and Option B with Sheryl Sandberg Foreword by Laszlo Bock, the bestselling author of Work Rules! and former Senior Vice President of People Operations at Google An inspiring guide from Dolly Chugh, an award-winning social psychologist at the New York University Stern School of Business, on how to confront difficult issues including sexism, racism, inequality, and injustice so that you can make the world (and yourself) better. Many of us believe in equality, diversity, and inclusion. But how do we stand up for those values in our turbulent world? *The Person You Mean to Be* is the smart, "semi-bold" person's guide to fighting for what you believe in. Dolly reveals the surprising causes of inequality, grounded in the "psychology of good people". Using her research findings in unconscious bias as well as work across psychology, sociology, economics, political science, and other disciplines, she offers practical tools to respectfully and effectively talk politics with family, to be a better colleague to people who don't look like you, and to avoid being a well-intentioned barrier to equality. Being the person we mean to be starts with a look at ourselves. She argues that the only way to be on the right side of history is to be a good-ish— rather than good—person. Good-ish people are always growing. Second, she helps you find your "ordinary privilege"—the part of your everyday identity you take for granted, such as race for a white person, sexual orientation for a straight person, gender for a man, or education for a college graduate. This part of your identity may bring blind spots, but it is your best tool for influencing change. Third, Dolly introduces the psychological reasons that make it hard for us to see the bias in and around us. She leads you from willful ignorance to willful awareness. Finally, she guides you on how, when, and whom, to engage (and not engage) in your workplaces, homes, and communities. Her science-based approach is a method any of us can put to use in all parts of our life. Whether you are a long-time activist or new to the fight, you can start from where you are.

Through the compelling stories Dolly shares and the surprising science she reports, Dolly guides each of us closer to being the person we mean to be.

Playing By The book Jul 12 2021 “In *Playing by the Book*, S. Chris Shirley tells a story I loved curling up with, featuring one of the most endearing teen protagonists I've read in years.” —Alex Sanchez, author of *The God Box and Boyfriends with Girlfriends* When seventeen-year-old high school newspaper editor Jake Powell, fresh from Alabama, lands in New York City to attend Columbia University's prestigious summer journalism program, it's a dream come true. But his father, a fundamentalist Christian minister, smells trouble. And his father is rarely wrong. In *Playing by the Book*, Jake navigates new and unfamiliar ways "up North." Starting with his feelings for a handsome Jewish classmate named Sam. What Jake could keep hidden back home is now pushed to the surface in the Big Apple. Standing by his side are a gorgeous brunette with a Park Avenue attitude and the designer bags to match, a high school friend who has watched Jake grow up and isn't sure she's ready to let him go, and an outrageously flamboyant aunt who's determined to help Jake find the courage to accept love and avoid the pain that she has experienced. Provocative and moving, *Playing by The Book* is a feel-good novel about the struggles and triumphs we encounter in the search for our own truth. “There's so much to admire in Chris Shirley's debut novel, but the most remarkable thing may be its voice. Jake is both earnest and skeptical, curious and guarded, and he tells his story with an endearing humility that—somehow—avoids the sarcasm that has become the norm. *Playing by the Book* reminds us of how rewarding it can be to climb into someone else's head.” —Patrick Ryan, author of *Send Me and Saints of Augustine*

The Book Woman of Troublesome Creek Jun 11 2021 RECOMMENDED BY DOLLY PARTON IN PEOPLE MAGAZINE! A NEW YORK TIMES BESTSELLER A USA TODAY BESTSELLER A LOS ANGELES TIMES BESTSELLER A PBS BOOK PICK The bestselling historical fiction novel from Kim Michele Richardson, this is a novel following Cussy Mary, a packhorse librarian and her quest to bring books to the Appalachian community she loves, perfect for readers of William Kent Kreuger and Lisa Wingate. The perfect addition to your next book club! The hardscrabble folks of Troublesome Creek have to scarp for everything—everything except books, that is. Thanks to Roosevelt's Kentucky Pack Horse Library Project, Troublesome's got its very own traveling librarian, Cussy Mary Carter. Cussy's not only a book woman, however, she's also the last of her kind, her skin a shade of

blue unlike most anyone else. Not everyone is keen on Cussy's family or the Library Project, and a Blue is often blamed for any whiff of trouble. If Cussy wants to bring the joy of books to the hill folks, she's going to have to confront prejudice as old as the Appalachias and suspicion as deep as the holler. Inspired by the true blue-skinned people of Kentucky and the brave and dedicated Kentucky Pack Horse library service of the 1930s, *The Book Woman of Troublesome Creek* is a story of raw courage, fierce strength, and one woman's belief that books can carry us anywhere—even back home. Look for *The Book Woman's Daughter*, the next novel from Kim Michele Richardson coming in May 2022. Other Bestselling Historical Fiction from Sourcebooks Landmark: *The Mystery of Mrs. Christie* by Marie Benedict *The Engineer's Wife* by Tracey Enerson Wood *Sold on a Monday* by Kristina McMorris

The Dutch House Sep 14 2021 Finalist for the Pulitzer Prize New York Times Bestseller | A Read with Jenna Today Show Book Club Pick | A New York Times Book Review Notable Book | TIME Magazine's 100 Must-Read Books of 2019 Named one of the Best Books of the Year by NPR, The Washington Post; O: The Oprah Magazine, Real Simple, Good Housekeeping, Vogue, Refinery29, and BuzzFeed Ann Patchett, the #1 New York Times bestselling author of *Commonwealth*, delivers her most powerful novel to date: a richly moving story that explores the indelible bond between two siblings, the house of their childhood, and a past that will not let them go. *The Dutch House* is the story of a paradise lost, a tour de force that digs deeply into questions of inheritance, love and forgiveness, of how we want to see ourselves and of who we really are. At the end of the Second World War, Cyril Conroy combines luck and a single canny investment to begin an enormous real estate empire, propelling his family from poverty to enormous wealth. His first order of business is to buy the Dutch House, a lavish estate in the suburbs outside of Philadelphia. Meant as a surprise for his wife, the house sets in motion the undoing of everyone he loves. The story is told by Cyril's son Danny, as he and his older sister, the brilliantly acerbic and self-assured Maeve, are exiled from the house where they grew up by their stepmother. The two wealthy siblings are thrown back into the poverty their parents had escaped from and find that all they have to count on is one another. It is this unshakeable bond between them that both saves their lives and thwarts their futures. Set over the course of five decades, *The Dutch House* is a dark fairy tale about two smart people who cannot overcome their past. Despite every outward sign of success, Danny and Maeve are only truly comfortable

when they're together. Throughout their lives they return to the well-worn story of what they've lost with humor and rage. But when at last they're forced to confront the people who left them behind, the relationship between an indulged brother and his ever-protective sister is finally tested.

Reading Group Choices Aug 01 2020

Oona Out of Order Feb 19 2022 NATIONAL BESTSELLER A GOOD MORNING AMERICA BOOK CLUB PICK AMAZON EDITORS' 20 BEST BOOKS OF THE YEAR PICK "With its countless epiphanies and surprises, Oona proves difficult to put down." —USA Today "By turns tragic and triumphant, heartbreakingly poignant and joyful, this is ultimately an uplifting and redemptive read." —The Guardian A remarkably inventive novel that explores what it means to live a life fully in the moment, even if those moments are out of order. It's New Year's Eve 1982, and Oona Lockhart has her whole life before her. At the stroke of midnight she will turn nineteen, and the year ahead promises to be one of consequence. Should she go to London to study economics, or remain at home in Brooklyn to pursue her passion for music and be with her boyfriend? As the countdown to the New Year begins, Oona faints and awakens thirty-two years in the future in her fifty-one-year-old body. Greeted by a friendly stranger in a beautiful house she's told is her own, Oona learns that with each passing year she will leap to another age at random. And so begins Oona Out of Order... Hopping through decades, pop culture fads, and much-needed stock tips, Oona is still a young woman on the inside but ever changing on the outside. Who will she be next year? Philanthropist? Club Kid? World traveler? Wife to a man she's never met? Surprising, magical, and heart-wrenching, Margarita Montimore has crafted an unforgettable story about the burdens of time, the endurance of love, and the power of family.

The Book of V. Jan 18 2022 A GOOD MORNING AMERICA BOOK CLUB PICK A BELLETRIST BOOK CLUB PICK For fans of *The Hours* and *Fates and Furies*, a bold, kaleidoscopic novel intertwining the lives of three women across three centuries as their stories of sex, power, and desire finally converge in the present day. Lily is a mother and a daughter. And a second wife. And a writer, maybe? Or she was going to be, before she had children. Now, in her rented Brooklyn apartment she's grappling with her sexual and intellectual desires, while also trying to manage her roles as a mother and a wife in 2016. Vivian Barr seems to be the perfect political wife, dedicated to helping her charismatic and ambitious husband find success in Watergate-era Washington D.C. But

one night he demands a humiliating favor, and her refusal to obey changes the course of her life—along with the lives of others. Esther is a fiercely independent young woman in ancient Persia, where she and her uncle's tribe live a tenuous existence outside the palace walls. When an innocent mistake results in devastating consequences for her people, she is offered up as a sacrifice to please the King, in the hopes that she will save them all. In Anna Solomon's *The Book of V.*, these three characters' riveting stories overlap and ultimately collide, illuminating how women's lives have and have not changed over thousands of years.

Tallgrass Oct 03 2020 Her life turned upside-down when a Japanese internment camp is opened in their small Colorado town, Rennie witnesses the way her community places suspicion on the newcomers when a young girl is murdered, an event that prompts Rennie's own perspective change and the discovery of dangerous secrets. By the author of *New Mercies*. 75,000 first printing.

The Feedback Fix May 10 2021 The secret to giving better feedback isn't what we say – it's what others hear. Too often, people hear about a past they can't control, not a future they can. That changes with "feedforward" – a radical approach to sharing feedback that unleashes the performance and potential of everyone around us. From managers and coaches trying to energize their teams, to teachers hoping to motivate their students, to parents looking to empower their children, people from all walks of life want others to hear what they have to say. Through a lively blend of stories and studies, *The Feedback Fix* shows them how by presenting a six-part REPAIR plan that spreads feedforward across boardrooms, classrooms, and even dining rooms. Even with drastic changes in how we work and live, the experiences we create for others – joy or fear, growth or decline, success or failure – still hang on the feedback we share. *The Feedback Fix* makes a compelling argument for getting what we want by giving others what they need – all while rebuilding the way we lead, learn, and live.

The Paris Library Apr 28 2020 An instant *New York Times*, *Washington Post*, and *USA TODAY* bestseller—based on the true story of the heroic librarians at the American Library in Paris during World War II—*The Paris Library* is a moving and unforgettable "ode to the importance of libraries, books, and the human connections we find within both" (Kristin Harmel, *New York Times* bestselling author). Paris, 1939: Young and ambitious Odile Souchet seems to have the perfect life with her handsome police officer beau and a dream job at the American Library in Paris. When the Nazis march into the city, Odile stands to lose everything she holds dear,

including her beloved library. Together with her fellow librarians, Odile joins the Resistance with the best weapons she has: books. But when the war finally ends, instead of freedom, Odile tastes the bitter sting of unspeakable betrayal. Montana, 1983: Lily is a lonely teenager looking for adventure in small-town Montana. Her interest is piqued by her solitary, elderly neighbor. As Lily uncovers more about her neighbor's mysterious past, she finds that they share a love of language, the same longings, and the same intense jealousy, never suspecting that a dark secret from the past connects them. "A love letter to Paris, the power of books, and the beauty of intergenerational friendship" (Booklist), *The Paris Library* shows that extraordinary heroism can sometimes be found in the quietest places.

The Perishing Sep 02 2020 A Black immortal in 1930's Los Angeles must recover the memory of her past in order to discover who she truly is in this extraordinarily affecting novel for readers of N. K. Jemisin and Octavia E. Butler. Lou, a young Black woman, wakes up in an alley in 1930s Los Angeles with no memory of how she got there or where she's from. Taken in by a caring foster family, Lou dedicates herself to her education while trying to put her mysterious origins behind her. She'll go on to become the first Black female journalist at the Los Angeles Times, but Lou's extraordinary life is about to take an even more remarkable turn. When she befriends a firefighter at a downtown boxing gym, Lou is shocked to realize that though she has no memory of meeting him, she's been drawing his face for years. Increasingly certain that their paths previously crossed—and beset by unexplainable flashes from different eras haunting her dreams—Lou begins to believe she may be an immortal sent here for a very important reason, one that only others like her can explain. Setting out to investigate the mystery of her existence, Lou must make sense of the jumble of lifetimes calling to her, just as new forces threaten the existence of those around her. Immersed in the rich historical tapestry of Los Angeles—Prohibition, the creation of Route 66, and the collapse of the St. Francis Dam—*The Perishing* is a stunning examination of love and justice through the eyes of one miraculous woman whose fate seems linked to the city she comes to call home.

The End of the Day Dec 17 2021 Following his acclaimed New York Times bestseller *Did You Ever Have a Family*, Bill Clegg returns with a "delicate, deeply observed, and deftly crafted" (Nickolas Butler, author of *Shotgun Lovesongs*) second novel about the complicated bonds and breaking points of friendship, the corrosive

forces of secrets, the heartbeat of longing, and the redemption found in forgiveness. A retired widow in rural Connecticut wakes to an unexpected visit from her childhood best friend whom she hasn't seen in forty-nine years. A man arrives at a Pennsylvania hotel to introduce his estranged father to his newborn daughter and finds him collapsed on the floor of the lobby. A sixty-seven-year-old taxi driver in Kauai receives a phone call from the mainland that jars her back to a traumatic past. These seemingly disconnected lives come together as half-century-old secrets begin to surface. It is in this moment that Bill Clegg reminds us how choices—to connect, to betray, to protect—become our legacy. “Written in lyrical, beautiful prose that makes even waking up seem like a poetic event” (Good Morning America), this novel is a feat of storytelling, capturing sixty years within the framework of one fateful day.

You Who? Oct 27 2022 Christians love the idea that self-expression is the essence of a beautiful person, but that's a lie. Rachel Jankovic discusses identity, fake self-care, best self, and the Gospel in this confident and practical new book for Christian women.

White Ivy Nov 16 2021 “A truly addictive read” (Glamour) about how a young woman's crush on a privileged former classmate becomes a story of love, lies, and dark obsession, offering stark insights into the immigrant experience, as it hurtles to its electrifying ending in this “twisty, unputdownable, psychological thriller” (People). Ivy Lin is a thief and a liar—but you'd never know it by looking at her. Raised outside of Boston, Ivy's immigrant grandmother relies on Ivy's mild appearance for cover as she teaches her granddaughter how to pilfer items from yard sales and second-hand shops. Thieving allows Ivy to accumulate the trappings of a suburban teen—and, most importantly, to attract the attention of Gideon Speyer, the golden boy of a wealthy political family. But when Ivy's mother discovers her trespasses, punishment is swift and Ivy is sent to China, and her dream instantly evaporates. Years later, Ivy has grown into a poised yet restless young woman, haunted by her conflicting feelings about her upbringing and her family. Back in Boston, when Ivy bumps into Sylvia Speyer, Gideon's sister, a reconnection with Gideon seems not only inevitable—it feels like fate. Slowly, Ivy sinks her claws into Gideon and the entire Speyer clan by attending fancy dinners, and weekend getaways to the cape. But just as Ivy is about to have everything she's ever wanted, a ghost from her past resurfaces, threatening the nearly perfect life she's worked so hard to build. Filled with surprising twists and a nuanced exploration of class and race, *White Ivy*

is a “highly entertaining,” (The Washington Post) “propulsive debut” (San Francisco Chronicle) that offers a glimpse into the dark side of a woman who yearns for success at any cost.

Waking Up White, and Finding Myself in the Story of Race May 30 2020 For twenty-five years, Debby Irving sensed inexplicable racial tensions in her personal and professional relationships. As a colleague and neighbor, she worried about offending people she dearly wanted to befriend. As an arts administrator, she didn't understand why her diversity efforts lacked traction. As a teacher, she found her best efforts to reach out to students and families of color left her wondering what she was missing. Then, in 2009, one "aha!" moment launched an adventure of discovery and insight that drastically shifted her worldview and upended her life plan. In *Waking Up White*, Irving tells her often cringe-worthy story with such openness that readers will turn every page rooting for her—and ultimately for all of us.

The Sum of Us Sep 21 2019 NEW YORK TIMES BESTSELLER • LONGLISTED FOR THE NATIONAL BOOK AWARD • One of today's most insightful and influential thinkers offers a powerful exploration of inequality and the lesson that generations of Americans have failed to learn: Racism has a cost for everyone—not just for people of color. WINNER OF THE PORCHLIGHT BUSINESS BOOK AWARD • ONE OF THE BEST BOOKS OF THE YEAR: Time, The Washington Post, St. Louis Post-Dispatch, Ms. magazine, BookRiot, Library Journal • LONGLISTED FOR THE ANDREW CARNEGIE MEDAL • “This is the book I’ve been waiting for.”—Ibram X. Kendi, #1 New York Times bestselling author of *How to Be an Antiracist* Heather McGhee's specialty is the American economy—and the mystery of why it so often fails the American public. From the financial crisis of 2008 to rising student debt to collapsing public infrastructure, she found a root problem: racism in our politics and policymaking. But not just in the most obvious indignities for people of color. Racism has costs for white people, too. It is the common denominator of our most vexing public problems, the core dysfunction of our democracy and constitutive of the spiritual and moral crises that grip us all. But how did this happen? And is there a way out? McGhee embarks on a deeply personal journey across the country from Maine to Mississippi to California, tallying what we lose when we buy into the zero-sum paradigm—the idea that progress for some of us must come at the expense of others. Along the way, she meets white people who confide in her about losing their homes, their dreams, and their shot at better jobs to the toxic mix of American racism and greed. This is the story of how

public goods in this country—from parks and pools to functioning schools—have become private luxuries; of how unions collapsed, wages stagnated, and inequality increased; and of how this country, unique among the world's advanced economies, has thwarted universal healthcare. But in unlikely places of worship and work, McGhee finds proof of what she calls the Solidarity Dividend: the benefits we gain when people come together across race to accomplish what we simply can't do on our own. *The Sum of Us* is not only a brilliant analysis of how we arrived here but also a heartfelt message, delivered with startling empathy, from a black woman to a multiracial America. It leaves us with a new vision for a future in which we finally realize that life can be more than a zero-sum game.

You Who: Why You Matter and How to Deal With It Aug 25 2022 If "Who am I?" is the question you're asking, Rachel Jankovic doesn't want you to "find yourself" or "follow your heart." Those lies are nothing to the confidence, freedom, and clarity of purpose that come with knowing what is actually essential about you. And the answer to that question is at once less and more than what you are hoping for. Christians love the idea that self-expression is the essence of a beautiful person, but that's a lie, too. With trademark humor and no nonsense practicality, Rachel Jankovic explains the fake story of the Self, starting with the inventions of a supremely ugly man named Sartre (rhymes with "blart"). And we--men and women, young and old--have bought his lie of the Best Self, with terrible results. Thankfully, that's not the end of our story, *You Who: Why You Matter and How to Deal with It* takes the identity question into the nitty gritty details of everyday life. Here's the first clue: Stop looking inside, and start planting flags of everyday faithfulness. In Christianity, the self is always a tool and never a destination.

This Is How It Always Is Jun 30 2020 "This is Claude. He's five years old, the youngest of five brothers. He also loves peanut butter sandwiches. He also loves wearing a dress, and dreams of being a princess. When he grows up, Claude says, he wants to be a girl. Rosie and Penn want Claude to be whoever Claude wants to be. They're just not sure they're ready to share that with the world. Soon the entire family is keeping Claude's secret. Until one day it explodes."--

We Begin at the End Dec 25 2019 Winner of the Gold Dagger for Best Crime Novel from the Crime Writers' Association (UK) Winner for Best International Crime Fiction from Australian Crime Writers Association An Instant

New York Times Bestseller “A vibrant, engrossing, unputdownable thriller that packs a serious emotional punch. One of those rare books that surprise you along the way and then linger in your mind long after you have finished it.” —Kristin Hannah, #1 New York Times bestselling author of *The Nightingale* and *The Four Winds* Right. Wrong. Life is lived somewhere in between. Duchess Day Radley is a thirteen-year-old self-proclaimed outlaw. Rules are for other people. She is the fierce protector of her five-year-old brother, Robin, and the parent to her mother, Star, a single mom incapable of taking care of herself, let alone her two kids. Walk has never left the coastal California town where he and Star grew up. He may have become the chief of police, but he’s still trying to heal the old wound of having given the testimony that sent his best friend, Vincent King, to prison decades before. And he’s in overdrive protecting Duchess and her brother. Now, thirty years later, Vincent is being released. And Duchess and Walk must face the trouble that comes with his return. *We Begin at the End* is an extraordinary novel about two kinds of families—the ones we are born into and the ones we create.

The Night Watchman Feb 25 2020 WINNER OF THE 2021 PULITZER PRIZE FOR FICTION NEW YORK TIMES BESTSELLER WASHINGTON POST, AMAZON, NPR, CBS SUNDAY MORNING, KIRKUS, CHICAGO PUBLIC LIBRARY, AND GOOD HOUSEKEEPING BEST BOOK OF 2020 Based on the extraordinary life of National Book Award-winning author Louise Erdrich’s grandfather who worked as a night watchman and carried the fight against Native dispossession from rural North Dakota all the way to Washington, D.C., this powerful novel explores themes of love and death with lightness and gravity and unfolds with the elegant prose, sly humor, and depth of feeling of a master craftsman. Thomas Wazhashk is the night watchman at the jewel bearing plant, the first factory located near the Turtle Mountain Reservation in rural North Dakota. He is also a Chippewa Council member who is trying to understand the consequences of a new “emancipation” bill on its way to the floor of the United States Congress. It is 1953 and he and the other council members know the bill isn’t about freedom; Congress is fed up with Indians. The bill is a “termination” that threatens the rights of Native Americans to their land and their very identity. How can the government abandon treaties made in good faith with Native Americans “for as long as the grasses shall grow, and the rivers run”? Since graduating high school, Pixie Paranteau has insisted that everyone call her Patrice. Unlike most of the girls on the reservation, Patrice, the class valedictorian, has no desire to wear herself down with a husband and kids. She makes jewel bearings at the plant, a job that

barely pays her enough to support her mother and brother. Patrice's shameful alcoholic father returns home sporadically to terrorize his wife and children and bully her for money. But Patrice needs every penny to follow her beloved older sister, Vera, who moved to the big city of Minneapolis. Vera may have disappeared; she hasn't been in touch in months, and is rumored to have had a baby. Determined to find Vera and her child, Patrice makes a fateful trip to Minnesota that introduces her to unexpected forms of exploitation and violence, and endangers her life. Thomas and Patrice live in this impoverished reservation community along with young Chippewa boxer Wood Mountain and his mother Juggie Blue, her niece and Patrice's best friend Valentine, and Stack Barnes, the white high school math teacher and boxing coach who is hopelessly in love with Patrice. In the *Night Watchman*, Louise Erdrich creates a fictional world populated with memorable characters who are forced to grapple with the worst and best impulses of human nature. Illuminating the loves and lives, the desires and ambitions of these characters with compassion, wit, and intelligence, *The Night Watchman* is a majestic work of fiction from this revered cultural treasure.

Lights on the Sea Mar 28 2020 In this riveting debut, prize-winning artist and filmmaker Miquel Reina maps out ambitious and fantastical new territory in a novel about a couple holding on for dear life as their world takes an extraordinary fall... On the highest point of an island, in a house clinging to the edge of a cliff, live Mary Rose and Harold Grapes, a retired couple still mourning the death of their son thirty-five years before. Weighed down by decades of grief and memories, the Grapeses have never moved past the tragedy. Then, on the eve of eviction from the most beautiful and dangerously unstable perch in the area, they're uprooted by a violent storm. The disbelieving Grapeses and their home take a free-fall slide into the whitecapped sea and float away. As the past that once moored them recedes and disappears, Mary Rose and Harold are delivered from decades of sorrow by the ebb and flow of the waves. Ahead of them, a light shimmers on the horizon, guiding them toward a revelatory and cathartic new engagement with life, and all its wonder. Wildly imaginative, deeply poignant, and entirely unexpected, *Lights on the Sea* sweeps readers away on a journey of fate, acceptance, redemption, and survival against the most rewarding of odds.

Good to Great May 22 2022 *The Challenge Built to Last*, the defining management study of the nineties, showed how great companies triumph over time and how long-term sustained performance can be engineered into the

DNA of an enterprise from the very beginning. But what about the company that is not born with great DNA? How can good companies, mediocre companies, even bad companies achieve enduring greatness? The Study For years, this question preyed on the mind of Jim Collins. Are there companies that defy gravity and convert long-term mediocrity or worse into long-term superiority? And if so, what are the universal distinguishing characteristics that cause a company to go from good to great? The Standards Using tough benchmarks, Collins and his research team identified a set of elite companies that made the leap to great results and sustained those results for at least fifteen years. How great? After the leap, the good-to-great companies generated cumulative stock returns that beat the general stock market by an average of seven times in fifteen years, better than twice the results delivered by a composite index of the world's greatest companies, including Coca-Cola, Intel, General Electric, and Merck. The Comparisons The research team contrasted the good-to-great companies with a carefully selected set of comparison companies that failed to make the leap from good to great. What was different? Why did one set of companies become truly great performers while the other set remained only good? Over five years, the team analyzed the histories of all twenty-eight companies in the study. After sifting through mountains of data and thousands of pages of interviews, Collins and his crew discovered the key determinants of greatness -- why some companies make the leap and others don't. The Findings The findings of the Good to Great study will surprise many readers and shed light on virtually every area of management strategy and practice. The findings include: Level 5 Leaders: The research team was shocked to discover the type of leadership required to achieve greatness. The Hedgehog Concept (Simplicity within the Three Circles): To go from good to great requires transcending the curse of competence. A Culture of Discipline: When you combine a culture of discipline with an ethic of entrepreneurship, you get the magical alchemy of great results. Technology Accelerators: Good-to-great companies think differently about the role of technology. The Flywheel and the Doom Loop: Those who launch radical change programs and wrenching restructurings will almost certainly fail to make the leap. "Some of the key concepts discerned in the study," comments Jim Collins, "fly in the face of our modern business culture and will, quite frankly, upset some people." Perhaps, but who can afford to ignore these findings?