



Chapter 6 : We Are What We Expect

How attentive are you to the body language and subtle cues that others give off? Are there any specific gestures that you notice more than others?

Can you think of a time when a negative expectation held you back, or a positive expectation pulled you forward? Who was involved? What was the expectation?

This chapter reminds me of the saying "Fake it til you make it." What do you think of this saying?

How do your expectations for yourself relate to the expectations of your manager?

How do you manage explicit and implicit expectations, especially when they are not aligned?

Have you ever went on a blind date, where the expectations before you even met, were realized?

Can you think of a time when your first impressions of someone were completely wrong? What changed?

What can you take from Madame C.J. Walker's story?

When it comes to the challenges you face at work, do you see them as threats or opportunities? How do you know?

Alex Turnball turned down \$12 million so that he could work within his own purpose. Has money ever shifted your direction because of the new expectations? What were the consequences?

Can you think of a time when you and a colleague had very different expectations and goals, and it derailed a project as a result?



More Chapter 6 Questions

Sonenshein brings up a phenomenon known as Fundamental Attribution Error, in which we attribute someone's behavior as a character flaw, rather than due to circumstances, even though when we do the same, we see the broader context, and not the character flaw. Have you ever been on the receiving end of this phenomenon? What about the one making the judgment?

There is a saying that people don't resist change, they resist being changed. How does this relate to you?

What kind of negative "tapes" play in your head? What are the patterns or themes that come up most?

