

# Get better at getting better

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**This is Mouli's second book, the first being Catalyst which was adjudged crossword book of the year n 2018.**

# 4 skills needed to have a successful career

1. People skills
2. Analytical skills
3. Conceptualization and intuitive skills
4. Organized/Disciplined/Efficient

**Success is not about how good you are, it is about how powerful and effective a model you have to improve how good you are.**

**Total learning = effort put into learning x  
Quality of learning model**

**Success = Effort x GBM ( Get better model)**

**Producing results is your ticket to continue in your current job. Producing results is needed to get a promotion to the next level. However, it is a hygiene condition. It is important to have a GBM to help you produce results at the next level**

**Results are transitory and results belong to you, the team and the company. However, the extent to which you have got better solely belongs to you.**

**The purpose of getting better is to be able to respond better to the future, if we get better, then our response will be better.**

# How do you get better?

1. Getting better by yourself
2. Getting better by leveraging others
3. Make others better, build the eco system
4. Application of get better principles.
5. Make and implement a better plan

**If you want to get better, you should not stop at knowing the answer but by getting to the method.**

**The core challenge of getting better is to build the habit and get t the discipline of getting to the method.**

**If your method to find the answer has remained the same for that situation very long, then it is likely that you are not getting better.**

**Reflection is. Not about finding weaknesses and mistakes but finding areas for improvement.**

**The single biggest resource you have to getting better is your boss.**

**There are four steps to leveraging your boss- changing the intent, striking the contract, getting to the method to the answers and being receptive to feedback.**

**Giving feedback is as difficult as getting feedback. If we make the process of getting feedback from our bosses difficult, then the bosses will take the easy way out and not give you feedback.**

**To make your team better, there are two things you can do – the first hire better, and the second, invest your time and effort to make your team better.**

**The purpose of a performance appraisal is not to pass judgement but to give feedback so that it helps the person get better.**

**We do not treat our eco system partners well. This requires a fundamental shift in mindset from treating them as supplies to treating them as partners.**

**The real reason careers get stuck is because we stop getting better. That is the simple truth, if you don't accept it, you won't find the key to pushing your career out of the quicksand it is in.**

**The ability to spot change is at its highest early in your career, however your ability to execute change goes up with experience.**

**How do we get better at meetings?**

**An effective meeting must achieve the following:**

- 1. The results must improve because of the meeting being held and**
- 2. people who attend the meeting must get better**

# Self evaluation

1. Self awareness of our default tendency
2. Pattern of the answers to your reflection
3. Leveraging external evaluations like appraisals and job interviews.
4. Domain change
5. Evaluating yourself by looking at your team

# Disciplined implementation

1. The reason/purpose
2. Eliminate all excuses and barriers
3. Make a public commitment

# 3 aspects of the internal enabling environment

1. Setting a high standard
2. Motivation for getting better
3. Being a better human being