

Books

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Think Again: The Power of Knowing What You Don't Know by Adam Grant is a compelling and timely read.

In an era where educational leaders face increasing uncertainty, heightened accountability, and a stronger demand for reliability, this book offers an insightful exploration into how we think, make decisions, and lead. Grant challenges the status quo and highlights a key truth: with accelerated change comes the critical need to re-evaluate our approaches, beliefs, and biases.

"Define your identity in terms of values, not opinions"

One of the book's main messages is that we often "favour the need to feel right over being right", a mindset that can be risky in leadership. In today's complex decision-making environments, welcoming multiple perspectives and second opinions can be invaluable. Grant encourages us to think like scientists: to search for truth, test hypotheses, and embrace the possibility of being wrong.

"Seek out information that goes against your views"

Grant's writing style is both engaging and thought-provoking, with a subtle touch of humour. One notable example is his discussion of how people claim, "I'm not biased." Ironically, he points out, those who consider themselves scholarly can be especially prone to this mindset trap. Confidence in one's thinking can make it harder to recognize personal blind spots. As a result, ideas may solidify into ideologies, lacking a foundation based on evidence.

"Make time to think again"

Adam Grant is an organizational psychologist at The Wharton School, where he has been the top-rated professor for seven straight years. His books have sold millions of copies, his TED talks have been viewed more than thirty-five million times, and he hosts the hit podcast *Re:Thinking*. His pioneering research on motivation and meaning has enabled people to reach their aspirations and exceed others' expectations.

Throughout the book, Grant emphasizes the importance of open-mindedness and intellectual humility. However, he goes one step further, advocating for curiosity. The ability to remain curious and to seek out new views, entertain unfamiliar ideas, and consider alternative approaches can distinguish a good leader from a great one. As the saying goes, "Curiosity killed the cat, but satisfaction brought it back." *Think Again* suggests that the risk of asking questions is well worth the reward.

"Don't shy away from constructive conflict"

For leaders, especially in education, this book offers practical strategies for rethinking and re-evaluating beliefs and behaviours. It inspires us to lean into uncertainty with curiosity, challenge our assumptions with data, and welcome dissent as an opportunity for growth.

"Build a Challenge Network, not just a support network"

If you are looking to expand your mindset, sharpen your decision-making, and foster a culture of learning and adaptability, *Think Again* is a must-read. By applying its strategies, leaders can make subtle but powerful shifts in their thinking, leading to more effective and fulfilling personal and professional outcomes.

"Have a conversation about the conversation"

Think Again: The Power of Knowing What You Don't Know

By Adam Grant

Penguin Books, December 2023

The Million-Copy Bestseller

THINK AGAIN

'The right book
for right now'
Brené Brown

'Brilliant...
guaranteed to
make you rethink
your opinions'
Daniel Kahneman

A matchstick is positioned vertically, with its tip at the bottom. A large, dynamic splash of blue water erupts from the tip, forming a silhouette of a human head in profile, facing left. The water droplets are frozen in time, creating a sense of motion and impact. The matchstick itself is light brown and shows some char at the tip.

ADAM GRANT

THE POWER OF KNOWING
WHAT YOU DON'T KNOW

