

Book Review on
“How Full is Your Bucket?” by Tom Rath & Donald Clifton, Ph.D.
(Review by Gary Tomlinson)
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The impact bosses have on families is the theme for this month’s issue of Business Leader magazine. According to the U.S. Department of Labor, the number-one reason people leave their jobs is because they “do not feel appreciated.” But the problem doesn’t stop there. A study of healthcare workers found that when employees were working for a boss they disliked, they had significantly higher blood pressure. This study also found that boss-induced hypertension (high blood pressure) could increase the risk of coronary heart disease by one-sixth and the risk of stroke by one-third. However, studies also show “that organizational leaders who share positive emotions have workgroups with a more positive mood, enhanced job satisfaction, greater engagement, and improved group performance.” For these reasons, I have chosen Tom Rath’s and Donald Clifton’s *How Full is Your Bucket?* for this month’s book review.

“*How Full is Your Bucket?* reveals how even the briefest interactions affect your relationships, productivity, health, and longevity. Organized around a simple metaphor of a dipper and a bucket, and grounded in 50 years of research, this book will show you how to greatly increase the positive moments in your work and your life – while reducing the negative.”

The Theory of the Dipper and the Bucket:

“Each of us has an invisible bucket. It is constantly emptied or filled, depending on what others say or do to us. When our bucket is full, we feel great. When it’s empty, we feel awful.

Each of us also has an invisible dipper. When we use that dipper to fill other people’s buckets – by saying or doing things to increase their positive emotions – we also fill our own bucket. But when we use that dipper to dip from others’ buckets – by saying or doing things that decrease their positive emotions – we diminish ourselves.

Like the cup that runneth over, a full bucket gives us a positive outlook and renewed energy. Every drop in that bucket makes us stronger and more optimistic.

But an empty bucket poisons our outlook, saps our energy, and undermines our will. That’s why every time someone dips from our bucket, it hurts us.

So we face a choice every moment of every day. We can fill one another’s buckets, or we can dip from them. It’s an important choice – one that profoundly influences our relationships, productivity, health, and happiness.”

How Full is Your Bucket? is filled with discoveries, powerful strategies, and engaging stories. We know that our relationships, careers, and lives will be much more fulfilling if we increase the flow of positive emotions around us. But just knowing this isn't enough. Like any goal in life, you must have specific, actionable plans to transform good intentions into reality. Rath and Clifton have examined their database of more than 4,000 open-ended interview responses on this topic and narrowed the list down to the five strategies that are most likely to produce results. Their five strategies for increasing positive emotions are:

- Strategy One: Prevent Bucket Dipping
- Strategy Two: Shine a Light on What is Right
- Strategy Three: Make Best Friends
- Strategy Four: Give Unexpectedly
- Strategy Five: Reverse the Golden Rule

“How Full is Your Bucket?” is sure to inspire lasting changes and has all the makings of a timely classic. Imagine what your world will be like one year after you have engaged in daily bucket filling.” Rath and Clifton suspect the following changes will have occurred:

- ◆ Your workplace will be a lot more productive and fun.
- ◆ You'll have more friends.
- ◆ Your colleagues and customers will be more satisfied and engaged.
- ◆ Your marriage will be stronger.
- ◆ You'll enjoy closer relationships with your family and friends.
- ◆ You'll be healthier, happier, and well on your way to a longer life.

“There is plenty of scientific and anecdotal evidence to demonstrate the importance of bucket filling in our lives. Take every opportunity to increase the positive emotions of those around you. It will make a big difference. It may even change the world.”

“Don't waste another moment. *A bucket, somewhere, is waiting for you to fill it!*”

Enjoy this month's selection, *How Full is Your Bucket?* and share it with others in your life because as Alvin Toffler says; *“The illiterate of the 21st Century will not be those who cannot read or write, but those who cannot learn, unlearn, and relearn.”*