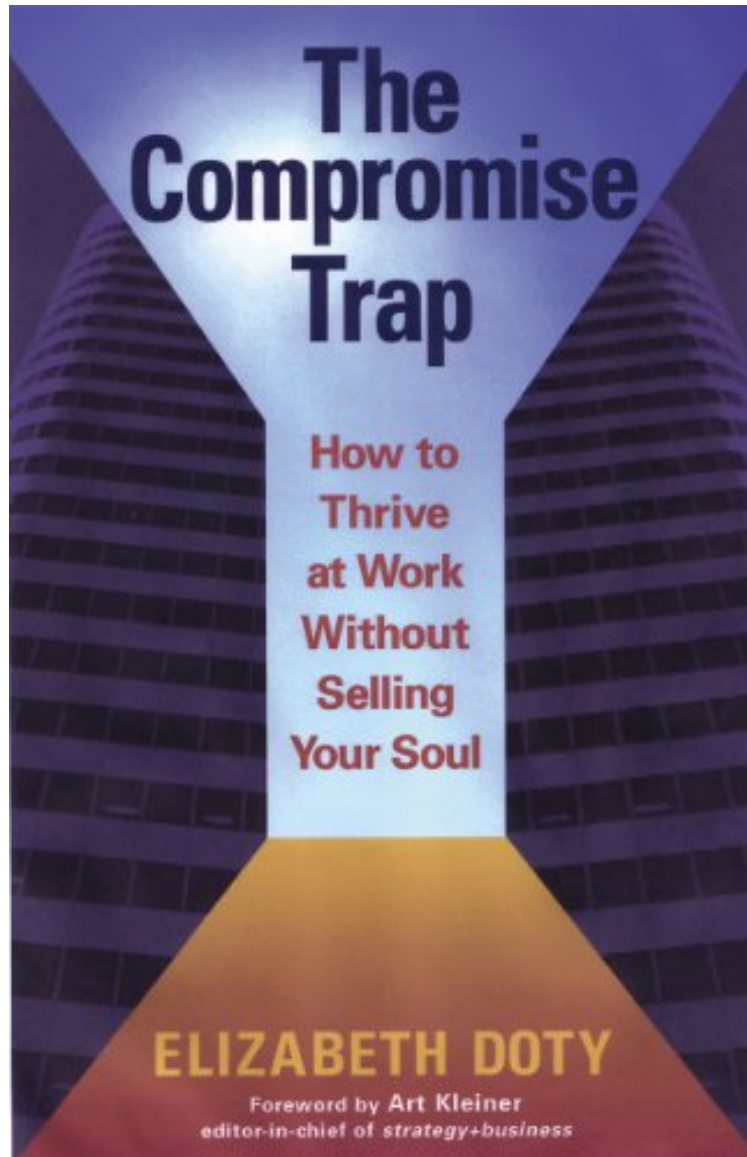


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The Compromise Trap: How to Thrive at Work Without Selling Your Soul

Elizabeth Doty

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Elizabeth Doty : The Compromise Trap: How to Thrive at Work Without Selling Your Soul before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Compromise Trap: How to Thrive at Work Without Selling Your Soul:

3 of 3 people found the following review helpful. This is a must-read for today's business climate. By hbbI strongly recommend the Compromise Trap as a practical guide for people at all levels of corporate life as well as others who

are seeking to act with more courage and congruency. The demands of the workplace are challenging at all times and particularly challenging in today's business climate. Well-meaning people at all levels of organizations find themselves facing choices every day that create internal conflicts, confronting them with difficult choices, often resulting in compromises that they might regret later on. Elizabeth Doty's book provides the clearest understanding to date as to how we get ourselves into these traps and how we can work our way through them in ways that support our integrity and self-worth. The book's description of "Healthy" versus "Unhealthy" compromises lends important insight into how we can navigate through the complexity of our commitments and relationships at work and in our lives. The chapter on "Five Positive Plays" offers excellent and practical advice. There are many other pearls of wisdom and usable tools throughout the book.

0 of 0 people found the following review helpful. A Practical and Effective Resource for Working Ethically
By E.A. This book is an excellent resource for addressing the need for integrity in business, both organizationally and personally. What was particularly useful about this book:

- * It offers unexpected ways to diagnosis and frame our healthy and unhealthy compromises
- * It provides specific exercises and effective ways to achieve greater congruence with our values
- * It is applicable to both individuals and organizations
- * It provides access to online resources that complement the exercises in the book

As a consultant working with organizations, and committed to social change myself, I was delighted to have found this book. I find it an essential tool for the kind of inner and outer organizational changes that will make it possible to successfully address such issues as climate change, global economic challenges, and creating sustainable ethical business practices. The book is at once professional, supportive, and encouraging of self-reflection and commitment. It is a great resource for successfully responding to the simultaneous pressures of work, home and world.

0 of 0 people found the following review helpful. Fun!
By Timothy J. Coats I didn't know a book about business could be fun to read and a page turner. It makes a case that having a larger vision, which includes caring about others, is best for business as well as for personal growth and lays out the steps that need to be taken. If capitalism is going to keep from floundering this is probably the way it will have to do it.

A detailed and inspiring strategy for staying true to yourself at work while contributing to your organization's effectiveness and integrity

- Based on over fifty candid interviews with businesspeople at all levels, including vivid firsthand accounts of compromise and courage
- Eminently practical and constructive, with exercises and strategies you can apply wherever you work

Healthy compromise is a fact of organizational life, part of accomplishing any meaningful goal with other people. But when it involves betraying your word, your principles, or other important commitments, it takes a bite out of your passion and vitality, trapping you in a web of nagging doubts and regrets or even dread and remorse. Sadly, certain common misconceptions about compromise mean we can fall into this trap unknowingly, making a sort of "devil's bargain by degrees." Even worse, this can happen while working for companies and leaders we otherwise respect and admire. So what can you do, short of sacrificing your career?

In this unflinching but consistently constructive and timely look at concessions, double-binds, and contradictions of organizational life, Doty suggests the antidote is to "redefine the game" — expand your ability to be a positive force regardless of the setting. At the core of this strategy are six personal foundations that she illuminates with practical exercises and examples, including Reconnect to Your Strengths, See the Larger Playing Field, Define a Worthy Enough Win, Find Your Real Team, Make Positive Plays, and Keep Your Own Score. Full of candid firsthand stories from Doty's interviews with over fifty businesspeople as well as her own experiences as a consultant and manager, *The Compromise Trap* offers sympathetic guidance for individuals striving to live with greater integrity, courage, and purpose at work, as well as the executives, coaches, consultants, and loved ones who support them and senior leaders who want to expand what it means for organizations to act with integrity in the world.

Elizabeth Doty recognizes that some compromise is healthy and necessary for the advancement of the business, as well as for an individual's career. Not all compromise is good for the organization or for its stakeholders. This book describes bluntly how to recognize and avoid those small, incremental steps that lead to the selling of one's soul and ethical values. The author also shares strategies on how to avoid the many unethical traps awaiting to snare the unwary. Elizabeth Doty urges business people to use their peripheral vision to see the wider scope of the business, and what lies beyond one's own area of responsibility. Very often, unethical activity is demanded for carrying out an individual's responsibilities, in an unhealthy business culture. The author offers advice on how to change the game through redefining the rules while strengthening one's own personal convictions and integrity.

Elizabeth Doty challenges the business person to look past what is thought to be reality, and to examine the true core of the business, its ideals, and the actions it takes. When a true and objective analysis of a company is undertaken, through the application of peripheral vision, not only are unethical compromise traps recognized, but opportunities for conducting business in a more authentic and principled manner can be discovered. Change for the good of all can replace the moral slippery slope of unhealthy compromise. Not only is integrity good for the organization, but is better for the mental and physical health of the employees as well. Moving beyond simply discussing ethics, Elizabeth Doty describes how these values affect not only the employees and the company, but also the wider community as well. For me, the power of the book is how Elizabeth Doty combines the theory of moral and ethical behavior with practical,

hands on advice for recognizing ethical traps and for creating a more integrity based organization. The book contains a series of case studies of ethical behavior gone wrong, and where changes were made that transformed organizational cultures from unhealthy compromise to strengthening their ethical standards. The author emphasizes the premise that when a person opens their eyes to what is happening around them, the true cost of unhealthy compromise can be seen clearly. At the same time, while examining the reality of the organization, hidden opportunities for positive change and ethical business practice that leads to both personal and organizational benefit can be recognized more fully. In the end, Elizabeth Doty helps the business person make choices that are in harmony with personal morality and integrity, and in avoiding the unhealthy compromises that slowly destroy a person's inner core values. I highly recommend the insightful and must read book *The Compromise Trap: How to Thrive at Work Without Selling Your Soul* by Elizabeth Doty, to anyone seeking a more ethical approach to maintaining their own moral standards, and for avoiding the compromises that erode those valued inner principles. The six personal foundations, as presented by the author, will help you to remain true to those core values, without yielding them to unhealthy compromise. --Blog Business World, Wayne Hurlbert, January 30, 2010 (added by author)

From the Publisher Praise for *The Compromise Trap* "To say yes to our integrity, we need to say no to what is wrong, but how? In this insightful and practical book, Elizabeth Doty shows us how to engage constructively in shaping our work environment to create value for ourselves, our organizations, and the larger world. I recommend this book highly." --William Ury, coauthor of *Getting to Yes* and author of *The Power of a Positive No* "Doty provides an observant and critical analysis of the long-term destructive influences compromising can have on morality and effectiveness. All in all, this book will be good for your ethical behavior and your managerial performance." --Max H Bazerman, Straus Professor, Harvard Business School

About the Author Elizabeth Doty is an organizational consultant, coach, and facilitator specializing in how people participate in large organizations while being true to themselves and contributing to a larger sense of purpose. A "recovering engineer" and a 12-year veteran of the hotel industry, she has both subscribed to the "official story" of business and lived through the contradictions and absurdities of everyday organizational life.