



Confidence: How Winning Streaks and Losing Streaks Begin and End

Rosabeth Moss Kanter

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From the locker room to the living room to the boardroom—how winners become winners . . . and stay that way.

Is success simply a matter of money and talent? Or is there another reason why some people and organizations always land on their feet, while others, equally talented, stumble again and again?

There's a fundamental principle at work—confidence—that makes the difference between winning and losing in any competition, be it a high school basketball game or a high-stakes business situation. In *Confidence*, Harvard Business School professor Rosabeth Moss Kanter shows why organizations of all types may be brimming with talent but not be winners. Based on her extraordinary investigation of success and failure in companies such as Continental Airlines and Verizon and sports teams such as the New England Patriots and Philadelphia Eagles, as well as the arenas of education, health care, and politics, Kanter explores a new theory and practice of success and provides people in leadership positions with a prescriptive program for maintaining a winning streak or turning around a downward spiral.

Packed with brilliant, practical ideas, *Confidence* provides fresh thinking about success in all facets of life—from the factors that can make or break corporations and governments to the keys for successful relationships in the workplace or at home.

Confidence: How Winning Streaks and Losing Streaks Begin and End Details

Date : Published February 28th 2006 by Crown Business (first published 2004)

ISBN : 9781400052912

Author : Rosabeth Moss Kanter

Format : Paperback 432 pages

Genre : Business, Leadership, Nonfiction, Self Help, Personal Development, Psychology



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Ty says

i was looking forward to reading this book, as i had read several of Kanter's articles in magazines. unfortunately, the book reads like a mish-mash of articles from the Harvard Business Review. some of the anecdotes are interesting, in particular the stories about Mandela, but the book felt very very repetitive, even by the standards of a management book. there is some good information here, but nothing that is not covered well in one magazine article or in a different and better book. not recommended.

Tricia says

Lots of applications to my work and personal life!

Cris says

Not an easy read, but very interesting discussion of streaks - winning and losing, and accompanying team dynamics in a wide range of settings - sports to business.

Sebastian Melgin says

Excellent reading for every entrepreneur !

John says

This book is practical and inspired. The simple message is confidence, self esteem and commitment will always prevail. Kanter writes clearly, drawing on many relevant examples from business and sports. She lays out the habits for winning and, more importantly, recovering from setbacks. One of the best management books I have ever read.

Marci Lambert says

This is actually a book full of great information but it's a pretty dry read. Very strong on research but it could use some more compelling storytelling. The focus is on organizational confidence versus personal confidence, but I think I'll be able to apply certain principles to my family life, like making sure my girls have adequate resources and support so they can be confident in their lives.

Hubert says

Could this be applied to the stock market of the last 15 years? Sure seems like a loosing streak we're on, especially as of 8/8/2011. Confidence can only be instilled in the markets if leaders are worthy of the confidence bestowed on them. Does that apply to the current leadership on the political side? Don't expect the answer in this book, but many others instead...

Robert says

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Crown Books

This subtitle is accurate but does not fully indicate the nature and extent of what Kanter achieves in her latest book. She does indeed explain how and why both winning streaks and losing streaks begin and end but she also explores with her characteristic rigor and eloquence what she calls a basic truth: "People rise to the occasion when they have the confidence to do it." Human success and failure have quite specific cycles that can be measured in terms of equally specific trajectories. However, when human nature is involved, geometric measurement (at best) indicates trends, patterns, etc. but fails to explain the single most important, indeed most decisive element: self-image. Henry Ford no doubt had that in mind when suggesting "Whether you think you can or think you can't, you're right." Kanter would agree, of course, but WHY do so few people demonstrate a positive self-fulfilling prophecy whereas most demonstrate a negative self-fulfilling prophecy? These are among the questions which Kanter addresses in this book.

Both winning streaks and losing streaks seem to be contagious. Kanter helps her reader to understand how they develop and, more importantly, what they reveal about their probable causes. In her final chapter she observes "In losing streaks, it seems as though talent has disappeared and decline is inevitable -- or else why would the workers, the managers, the politicians, the players let the situation continue to deteriorate? [i.e. the negative self-fulfilling prophecy] The opposite appears to be at work in winning streaks -- that individuals can perform miracles, that they do indeed walk on water. But every water walker needs the stones to make it possible to move across the water." This may well be Kanter's most valuable book because it speaks to anyone and to everyone who struggles to "rise to the occasion" but now lacks the confidence to do it. The stones are already there beneath them. Kanter will help her reader to locate them, then "rise to victory"...not only in competition but in personal fulfillment.

Leader Summaries says

Desde Leader Summaries recomendamos la lectura del libro Confianza, de Rossabeth Moss Kanter. Las personas interesadas en las siguientes temáticas lo encontrarán práctico y útil: liderazgo, características de un buen líder, crecimiento personal y psicología positiva. En el siguiente enlace tienes el resumen del libro Confianza, Por qué la confianza es clave para el éxito y cómo los líderes pueden promoverla en sus organizaciones: Confianza

Om Manghani says

This was the second book that I read for the non-fiction unit, and I feel that there were some good points made, and Rosabeth Moss Kanter was able to balance narratives with the actual non-fiction very nicely. Although I skipped parts, it went deeper into an issue that I am passionate about, and widened my view to how confidence is applied in different areas of life.

Reading about confidence makes me understand some other parts of humans better, something I love to do. Throughout this book, and books before, I have been thinking a lot about people and how we function. This book has added to my understanding of my issue, and the complexity of the world we live in.

Tony Wang says

As a human, you might feel confident sometimes. Unconfident is a flaw of being, but once we overcome it, our life will get much better. There are plenty of books are about how to build confidence, I have to admit they are work still. But this is a unique book with others; you will find you become a different person if you read it. This book called Confidence: How Winning Streaks and Losing Streaks Begin and End. The name of this book are pretty simple, but the content will bring you an exceptional experience. Confidence provides fresh thinking about success in all facets of life—from the factors that can make or break corporations and governments to the keys for successful relationships in the workplace or at home. It plays a vital role in our life. This book invokes a variety of situations and provides tips on how to build your confidence. Primarily, this book also provides some tricks, such as psychological hint and how to shift attention. The author used the knowledge of other filed to help the reader; this works better than other books. I think this is an educational book, but it does help a lot of people already. Confidence is one of those traits that can become an ethereal ideal that we all think is good, but ask us to point to the specific reasons why anyone should want it and we can only point to vague hypotheticals. Apparently, this book suits those who are a lack of confidence; they must like it. Certainly, this book could provide help for those want to become more confident. At last, this is a magic book; it can make almost everyone who wants to be confident achieve their dreams, try it now.

Jon says

was not really a fan of it, more of a corporate cultural business book than anything. Wasn't what I was looking for.

Vikrant Rana says

This book is all over the place. It tries to be a 'tips & tricks', at some point it also tries to be an 'academic explanation' one and at times it tries to be 'self help' book. Abandoned at 17%.

Andrew says

Team work and accountability are the key. When everybody's actions are visible and each person is held responsible for themselves then each person is going to be more willing to do their best.

Chris Wejr says

Reading the first few chapters and the last few make this book an important read. If you enjoy stories or business and sports turnarounds, the middle section is good to emphasize the points about confidence. With all the emphasis on "grit" these days, this book makes you realize that without creating the conditions to build real confidence, there is less chance for resilience and turnarounds.
