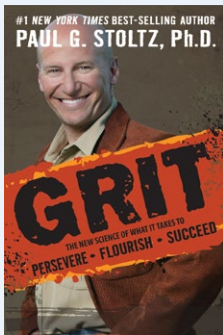


# OFF THE SHELF

By Alyson Nyiri, CHRL



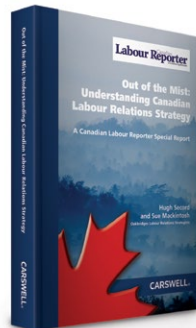
## GRIT: THE NEW SCIENCE OF WHAT IT TAKES TO PERSEVERE, FLOURISH, SUCCEED

Paul G. Stoltz  
Climb Strong Press, 2014

GRIT builds on Stoltz's earlier research on adversity where he developed the Adversity Quotient® (AQ), which measures how effectively we respond to adversity. This score predicts an individual and enterprise's performance, innovation, resilience, agility, energy, problem solving and health. If your AQ is about how you respond to adversity, GRIT is about what it takes to go for it and to make your goals happen, and is defined as our capacity to dig deep, to do whatever it takes – especially struggle, sacrifice, even suffer – to achieve our most worthy goals. GRIT drives organizations, teams and individuals to outlast, outperform and succeed over their competition.

### Talking point

Designed with punchy graphics, visual cues and a pullout map illustrating the full GRIT model, GRIT offers an accessible way to delve into finding the inspiration to reach individual, team or organizational goals.



## OUT OF THE MIST: UNDERSTANDING CANADIAN LABOUR RELATIONS STRATEGY

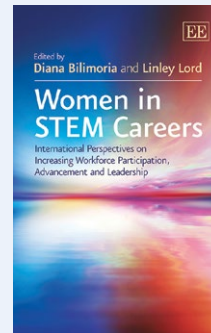
Hugh Secord and Sue Mackintosh  
Carswell, 2014

As the global economy continues to influence the nature of business, a more sophisticated approach and greater focus on managing industrial relations for competitive advantage is critical.

Developing an industrial relations (IR) strategy is more than merely cumulative. The IR strategy involves paying attention to all elements that build a business culture, such as multi-stakeholder culture engagement, union-management culture alignment, management rights and flexibility, employee enablement, wages and benefits to create a force multiplier that goes beyond driving improvements in single areas.

### Talking point

The study and practice of IR has been obscured for some time by the more dominant field of strategic human resources. Despite years of progress in HR, the authors argue, the function has not matured to include the fuller study of all industrial relationships. Can solutions be found? Yes, in a more strategic view of industrial relationships and their power.



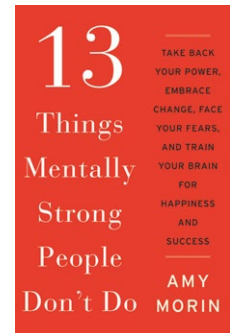
## WOMEN IN STEM CAREERS: INTERNATIONAL PERSPECTIVES ON INCREASING WORKFORCE PARTICIPATION, ADVANCEMENT AND LEADERSHIP

Diana Bilimoria and Linley Lord, eds.  
Edward Elgar, 2014

While opportunities exist for women in science, technology, engineering and mathematics (STEM), studies consistently show few women in STEM careers. A substantive collection of research outlines why the proportion of women in these professions remains low and unchanging, largely identifying factors such as lack of role models; assessment, recruitment and promotion systems that favour men; hostile work environments; and extreme job pressures.

### Talking point

Examining why women have not flourished in STEM careers is complex and is best addressed through an analysis of women's career development and the organizational context of the workplace.



## 13 THINGS MENTALLY STRONG PEOPLE DON'T DO

Amy Morin  
Harper Collins, 2015

The fields of positive psychology and neuroscience gave us powerful new ways of thinking and being, radically transforming how we cope and thrive in our lives. To reach our full potential, however, it is equally important to identify our bad habits to root out those thoughts, behaviours and feelings holding us back. To do this, argues Morin, we need to be mentally strong.

We all possess mental strength to a degree and Morin shares 13 habits mentally strong people avoid, and why this gives them the edge to achieve their goals. What is innovative in this book is how mental strength is described. Mental strength, for example, is not synonymous with mental health.

### Talking point

How can mental strength be used to bolster employee engagement or support return-to-work programs? ■