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Employee Rights and Responsibilities (ERR) Workbook

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#1 NATIONAL BESTSELLER • "A harrowing tale of the perils of high-altitude climbing, a story of bad luck and worse judgment and of heartbreaking heroism." —PEOPLE A bank of clouds was assembling on the not-so-distant horizon, but journalist-mountaineer Jon Krakauer, standing on the summit of Mt. Everest, saw nothing that "suggested that a murderous storm was bearing down." He was wrong. The storm, which claimed five lives and left countless more—including Krakauer's—in guilt-ridden disarray, would also provide the impetus for *Into Thin Air*, Krakauer's epic account of the May 1996 disaster. By writing *Into Thin Air*, Krakauer may have hoped to exorcise some of his own demons and lay to rest some of the painful questions that still surround the event. He takes great pains to provide a balanced picture of the people and events he witnessed and gives due credit to the tireless and dedicated Sherpas. He also avoids blasting easy targets such as Sandy Pittman, the wealthy socialite who brought an espresso maker along on the expedition. Krakauer's highly personal inquiry into the catastrophe provides a great deal of insight into what went wrong. But for Krakauer himself, further interviews and investigations only lead him to the conclusion that his perceived failures were directly responsible for a fellow climber's death. Clearly, Krakauer remains haunted by the disaster, and although he relates a number of incidents in which he acted selflessly and even heroically, he seems unable to view those instances objectively. In the end, despite his evenhanded and even generous assessment of others' actions, he reserves a full measure of vitriol for himself. This updated trade paperback edition of *Into Thin Air* includes an extensive new postscript that sheds fascinating light on the acrimonious debate that flared between Krakauer and Everest guide Anatoli Boukreev in the wake of the tragedy. "I have no doubt that Boukreev's intentions were good on summit day," writes Krakauer in the postscript, dated August 1999. "What disturbs me, though, was Boukreev's refusal to acknowledge the possibility that he made even a single poor decision. Never did he indicate that perhaps it wasn't the best choice to climb without gas or go down ahead of his clients." As usual, Krakauer supports his points with dogged research and a good dose of humility. But rather than continue the heated discourse that has raged since

Into Thin Air's denouncement of guide Boukreev, Krakauer's tone is conciliatory; he points most of his criticism at G. Weston De Walt, who coauthored *The Climb*, Boukreev's version of events. And in a touching conclusion, Krakauer recounts his last conversation with the late Boukreev, in which the two weathered climbers agreed to disagree about certain points. Krakauer had great hopes to patch things up with Boukreev, but the Russian later died in an avalanche on another Himalayan peak, Annapurna I. In 1999, Krakauer received an Academy Award in Literature from the American Academy of Arts and Letters--a prestigious prize intended "to honor writers of exceptional accomplishment." According to the Academy's citation, "Krakauer combines the tenacity and courage of the finest tradition of investigative journalism with the stylish subtlety and profound insight of the born writer. His account of an ascent of Mount Everest has led to a general reevaluation of climbing and of the commercialization of what was once a romantic, solitary sport; while his account of the life and death of Christopher McCandless, who died of starvation after challenging the Alaskan wilderness, delves even more deeply and disturbingly into the fascination of nature and the devastating effects of its lure on a young and curious mind."

Developing expertise in motivational interviewing (MI) takes practice, which is exactly the point of this engaging, user-friendly workbook. The volume is packed with real-world examples from a range of clinical settings, as well as sample interactions and hands-on learning activities. The author is an experienced MI researcher, clinician, and trainer who facilitates learning with quizzes, experiential exercises, and reproducible worksheets. The reader learns step by step how to practice core MI skills: raising the importance of behavior change, fostering the client's confidence, resolving ambivalence, solidifying commitment to change, and negotiating a change plan. The utility of the book is enhanced by the large-size format and lay-flat binding. The book shows how to navigate each session using microskills that many clinicians already know: open-ended questions, affirmations, reflective listening, and summaries, or OARS for short. This book is in the Applications of Motivational Interviewing series.

#1 NEW YORK TIMES BESTSELLER • ONE OF TIME MAGAZINE'S 100 BEST YA BOOKS OF ALL TIME The extraordinary, beloved novel about the ability of books to feed the soul even in the darkest of times. When Death has a story to tell, you listen. It is 1939. Nazi Germany. The country is holding its breath. Death has never been busier, and will become busier still. Liesel Meminger is a foster girl living outside of Munich, who scratches out a meager existence for herself by stealing when she encounters something she can't resist--books. With the help of her accordion-playing foster father, she learns to read and shares her stolen books with her neighbors during bombing raids as well as with the Jewish man hidden in her basement. In superbly crafted writing that burns with intensity, award-winning author Markus Zusak, author of *I Am the Messenger*, has given us one of the most enduring stories of our time. "The kind of book that can be life-changing." —The New York Times "Deserves a place on the same shelf with *The Diary of a Young Girl* by Anne Frank." —USA Today **DON'T MISS BRIDGE OF CLAY, MARKUS ZUSAK'S FIRST NOVEL SINCE THE BOOK THIEF.**

An inspirational and practical guide to leadership from the New York Times--bestselling author of *The 7 Habits of Highly Effective People*. Covey, named one of Time magazine's 25 Most Influential Americans, is a renowned authority on leadership, whose insightful advice has helped millions. In his follow-up to *The 7 Habits of Highly Effective People*, he poses these fundamental questions: How do we as individuals and organizations survive and thrive amid tremendous change? Why are efforts to improve falling so short in real results? How do we unleash the creativity, talent, and energy within ourselves and others? Is it realistic to believe that balance among personal and professional life is possible? The key to dealing with the challenges that we face is to identify a principle-centered core within ourselves and our institutions. In *Principle-Centered Leadership*, Covey outlines a long-term, inside-out approach to developing people and organizations. Offering insights and guidelines on how to apply these principles both at work and at home, Covey posits that these steps will lead not only to an increase in productivity and quality of work, but also to a new appreciation of personal and professional

relationships as we strive to enjoy a more balanced, rewarding, and ultimately more effective life. “There seems to be no limit to the number of writers offering answers to the great perplexities of life. Covey, however, is the North Star in this field . . . without hesitation, strongly recommended.” —Library Journal

Ten Strategies of a World-Class Cyber Security Operations Center conveys MITRE's accumulated expertise on enterprise-grade computer network defense. It covers ten key qualities of leading Cyber Security Operations Centers (CSOCs), ranging from their structure and organization, to processes that best enable smooth operations, to approaches that extract maximum value from key CSOC technology investments. This book offers perspective and context for key decision points in structuring a CSOC, such as what capabilities to offer, how to architect large-scale data collection and analysis, and how to prepare the CSOC team for agile, threat-based response. If you manage, work in, or are standing up a CSOC, this book is for you. It is also available on MITRE's website, www.mitre.org.

The Future of Nursing explores how nurses' roles, responsibilities, and education should change significantly to meet the increased demand for care that will be created by health care reform and to advance improvements in America's increasingly complex health system. At more than 3 million in number, nurses make up the single largest segment of the health care work force. They also spend the greatest amount of time in delivering patient care as a profession. Nurses therefore have valuable insights and unique abilities to contribute as partners with other health care professionals in improving the quality and safety of care as envisioned in the Affordable Care Act (ACA) enacted this year. Nurses should be fully engaged with other health professionals and assume leadership roles in redesigning care in the United States. To ensure its members are well-prepared, the profession should institute residency training for nurses, increase the percentage of nurses who attain a bachelor's degree to 80 percent by 2020, and double the number who pursue doctorates. Furthermore, regulatory and institutional obstacles -- including limits on nurses' scope of practice -- should be removed so that the health system can reap the full benefit of nurses' training, skills, and knowledge in patient care. In this book, the Institute of Medicine makes recommendations for an action-oriented blueprint for the future of nursing.

"What happened to the passion we started with? Why aren't we as close as we used to be?" PROBLEM: If you are a woman who is unfulfilled in your marriage...if you feel unheard or overburdened...if you quietly live in a state of slow-burn resentment... PROBLEM: If you are a man unhappy that your partner seems so unhappy with you...if you feel bewildered, unappreciated, or betrayed... This book offers a solution Bestselling author and nationally renowned therapist Terrence Real unearths the causes of communication blocks between men and women in this groundbreaking work. Relationships are in trouble; the demand for intimacy today must be met with new skills, and Real -- drawing on his pioneering work on male depression -- gives both men and women those skills, empowering women and connecting men, radically reversing the attitudes and emotional stumbling blocks of the patriarchal culture in which we were raised. Filled with powerful stories of the couples Real treats, no other relationship book is as straight talking or compelling in its innovative approach to healing wounds and reconnecting partners with a new strength and understanding.

Do Work That Matters Productivity isn't just about getting more things done. It's about getting the right things done—the things that count, make a difference, and move the world forward. In our current era of massive overload, this is harder than ever before. So how do you get more of the right things done without confusing mere activity for actual productivity? When we take God's purposes into account, a revolutionary insight emerges. Surprisingly, we see that the way to be productive is to put others first—to make the welfare of other people our motive and criteria in determining what to do (what's best next).

As both the Scriptures and the best business thinkers show, generosity is the key to unlocking our productivity. It is also the key to finding meaning and fulfillment in our work. What's Best Next offers a practical approach for improving your productivity in all areas of life. It will help you better understand:

- Why good works are not just rare and special things like going to Africa, but anything you do in faith even tying your shoes.
- How to create a mission statement for your life that actually works.
- How to delegate to people in a way that actually empowers them.
- How to overcome time killers like procrastination, interruptions, and multitasking by turning them around and making them work for you.
- How to process workflow efficiently and get your email inbox to zero every day.
- How your work and life can transform the world socially, economically, and spiritually, and connect to God's global purposes. By anchoring your understanding of productivity in God's purposes and plan, What's Best Next will give you a practical approach for increasing your effectiveness in everything you do.

The creator of the viral hit "Empathy Cards" teams up with a compassion expert to produce a visually stunning and groundbreaking illustrated guide to help you increase your emotional intelligence and learn how to offer comfort and support when someone you know is in pain. When someone you know is hurting, you want to let her know that you care. But many people don't know what words to use—or are afraid of saying or doing the wrong thing. This thoughtful, instructive guide, from empathy expert Dr. Kelsey Crowe and greeting card maverick Emily McDowell, blends well-researched, actionable advice with the no-nonsense humor and the signature illustration style of McDowell's immensely popular Empathy Cards, to help you feel confident in connecting with anyone experiencing grief, loss, illness, or any other difficult situation. Written in a how-to, relatable, we've-all-been-that-deer-in-the-headlights kind of way, *There Is No Good Card for This* isn't a spiritual treatise on how to make you a better person or a scientific argument about why compassion matters. It is a helpful illustrated guide to effective compassion that takes you, step by step by step, past the paralysis of thinking about someone in a difficult time to actually doing something (or nothing) with good judgment instead of fear. *There Is No Good Card for This* features workbook exercises, sample dialogs, and real-life examples from Dr. Crowe's research, including her popular "Empathy Bootcamps" that give people tools for building relationships when it really counts. Whether it's a coworker whose mother has died, a neighbor whose husband has been in a car accident, or a friend who is seriously ill, *There Is No Good Card for This* teaches you how to be the best friend you can be to someone in need.

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