

## **Book Review**

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### **Book Title - Think Again-The Power of Knowing What You Don't Know**

In the present times when uncertainty is the new certainty, books which challenge the status quo pave the way for new outlook towards life in general and managerial skills in particular. With *Think Again* the author Adam Grant wants everyone to reconsider their assumptions and open their minds to re-think what they already know. Adam Grant is an organizational psychologist and a number one New York Times bestselling author who has been an advocate of active listening and rethinking about re-wiring the existing knowledge. This book talks about the rapidly changing world and the definition of intelligence which is now evolving from the ability to think & learn to another set of cognitive skills that matter the most in this VUCA world and that is the ability to challenge our own ideas and unlearning/re-learning. This book also investigates how we can use this ability of unlearning and relearning to build schools, workplaces, communities, and overall societies of lifelong learners. It talks about the social, psychological, and social psychological aspects of human mind that are responsible for decision making and how these

aspects can be rebuilt and realigned to suit the changing needs of both personal and professional levels.

Research has shown that creative genius(es) which is the need of the current time is not attached to intellect and knowledge alone, but to the flexibility and promptness of individuals to rethink their stance is. This is quite applicable to the leaders of today specially in the world of business and policy making and since leaders who admit that they don't know everything, are open to different perspectives and even critical feedbacks have been proven as more productive and effective in leading innovative teams. This book in its initial chapter throws light on why it is so difficult to think again and then explains necessary qualities that can enable an individual to learn this skill and mindset of rethinking. The book is a perfect amalgamation of research and storytelling to help individuals build the logical, emotional and psychological muscle to stay inquisitive enough about things and people around them to actually bring about a change in

the world. My favorite sentence from the book- if knowledge is power, knowing what you don't know is wisdom.

However, there is nothing extraordinary new about this concept of rethinking, but the way it has been put to a new light, combined with the perspective applications of it in different fields is extraordinary for sure. Its scope includes dealing with conflicts, disagreements, under or over confidence, planning, implementing, listening, questioning, education, organizational behavior and growth. This book is a gem for any individual, institution or organization which is looking to emerge from a stuck or stagnant phase to a phase of growth and innovation. It is particularly relevant in the pandemic and post-pandemic world where all

set beliefs, ideas and notions have been challenged and revisited. The pandemic has necessitated for people, professionals, practitioners across the globe to be able to reconsider what we already know and look at the world from a new standpoint altogether. It's the VUCA 2.0 where the volatility, uncertainties, changes, and ambiguity are much faster, more intense, and highly disruptive. For such a world, this book is a great read and guide to rewire our brain to know what we don't know – just by rethinking!

Author : Adam Grant

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