

Marcus Buckingham Quotes

*People, Inspiring, Leader, Needs, Organization, Want, Jobs, Culture, Trying,
Choices, Inspirational, Focus, Strong, Simple, Excellence, Waste, Dream, Self,
Thinking, Weakness*

Innovation and best practices can be sown throughout an organization - but only when they fall on fertile ground.

~Marcus Buckingham

The difference between a pebble and a mountain lies in whom you ask to move it.

~Marcus Buckingham

Focusing on strengths is the surest way to greater job satisfaction, team performance and organizational excellence.

~Marcus Buckingham

Talent is the multiplier. The more energy and attention you invest in it, the greater the yield. The time you spend with your best is, quite simply, your most productive time.

~Marcus Buckingham

The secret to living a strong life is right in front of you, calling to you every day. It can be found in your emotional reaction to specific moments in your life.

~Marcus Buckingham

Don't waste time trying to put in what was left out. Try to draw out what was left in.

~Marcus Buckingham

People leave managers, not companies

~Marcus Buckingham

In the minds of great managers, consistent poor performance is not primarily a matter of weakness, stupidity, disobedience, or disrespect. It is a matter of miscasting.

~Marcus Buckingham

Your strongest life is built through a continuous practice of designing moment by moment.

~Marcus Buckingham

Always work hard. Intensity clarifies. It creates not only momentum, but also the pressure you need to feel either friction, or fulfillment.

~Marcus Buckingham

The true genius of a great manager is his or her ability to individualize. A great manager is one who understands how to trip each person's trigger.

~Marcus Buckingham

The opposite of a leader isn't a follower. The opposite of a leader is a pessimist.

~Marcus Buckingham

As a general rule, people tend to do best what they enjoy doing most.

~Marcus Buckingham

If you want to be clear, act.

~Marcus Buckingham

Discover what you don't like doing and stop doing it.

~Marcus Buckingham

The best strategy for building a competitive organization is to help individuals become more of who they are.

~Marcus Buckingham

We live with them every day, and they come so easily to us that they cease to be precious.

~Marcus Buckingham

Many of us feel stress and get overwhelmed not because we're taking on too much, but because we're taking on too little of what really strengthens us.

~Marcus Buckingham

Clarity is the answer to anxiety. Effective leaders are clear.

~Marcus Buckingham

No idea will work if people don't trust your intentions toward them.

~Marcus Buckingham

Authenticity is your most precious commodity as a leader.

~Marcus Buckingham

A strength is what you do that makes you feel strengthened.

~Marcus Buckingham

If we have to know without a doubt that the choices we are making are the perfect ones, we risk never making any choices at all.

~Marcus Buckingham

Passion isn't something that lives way up in the sky, in abstract dreams and hopes. It lives at ground level, in the specific details of what you're actually doing every day.

~Marcus Buckingham

Everyone can probably do at least one thing better than ten thousand other people.

~Marcus Buckingham

All the great organizations have great managers at all levels who recognize where their culture is getting stronger and where it is getting weaker. There are always reasons why.

~Marcus Buckingham

You will excel only by maximizing your strengths, never by fixing your weaknesses.

~Marcus Buckingham

Companies don't have one culture. They have as many as they have supervisors or managers. You want to build a strong culture? Hold every manager accountable for the culture that he or she builds.

~Marcus Buckingham

American culture is CEO obsessed. We celebrate the hard-charging heroes and mythologize the iconoclastic visionaries. Those people are important.

~Marcus Buckingham

Clarity is the preoccupation of the effective leader. If you do nothing else as a leader, be clear.

~Marcus Buckingham

The best way to find out whether you're on the right path? Stop looking at the path.

~Marcus Buckingham

Great leaders rally people to a better future.

~Marcus Buckingham

We're all filled with naturally recurring patterns that make us unique - they're called talents. And our charge is to bloody well use them.

~Marcus Buckingham

Teach your children how to identify their own strengths and challenge them to contribute these strengths to others.

~Marcus Buckingham

What do we know to be important but are unable to measure?

~Marcus Buckingham

There's something unique and different that makes a leader, and it's not about creativity or courage or integrity.... A leader's job is to rally people toward a better future.

~Marcus Buckingham

Every time you make a rule you take away a choice, and choice, with all of its illuminating repercussions, is the fuel for learning.

~Marcus Buckingham

People quit managers, not jobs.

~Marcus Buckingham

Convey your passion and link your strengths to measurable results. Employers and interviewers love concrete data.

~Marcus Buckingham

To get the best coaching outcomes, always have your 1-on-1's on your employee's turf not yours. In your office the truth hides.

~Marcus Buckingham

True individuality can be lonely.

~Marcus Buckingham

Obviously, you have to know what you need now and what you will soon need, then hire or promote from within to meet those needs.

~Marcus Buckingham

Too many companies waste time trying to eliminate their employees' weaknesses when, in fact, they should concentrate on developing their strengths.

~Marcus Buckingham

Sustained success means making the greatest possible impact over the longest period of time

~Marcus Buckingham

Remember, what you focus on expands; results follow focus.

~Marcus Buckingham

My point is, people really don't change very much.

~Marcus Buckingham

Getting after this terrible, avoidable waste of human potentiality is what gets me out of bed every morning.

~Marcus Buckingham

There is no shortage of mechanisms by which to measure almost anything.

~Marcus Buckingham

Every company wants to know how to find and keep highly talented women in the workplace.

~Marcus Buckingham

Most of the time, our limitations are self-imposed.

~Marcus Buckingham

You cannot learn very much about excellence from studying failure.

~Marcus Buckingham

The fact remains that we have an obligation to discover what we really, really, really want to do (which is probably what we do best) and then do it even better... much better.

~Marcus Buckingham

You will learn and grow the least in your areas of weakness.

~Marcus Buckingham

Women have lives that become increasingly empty. They're doing more and feeling less.

~Marcus Buckingham

If you want execution, hail only success. If you want creativity, hail risk, and remain neutral about success.

~Marcus Buckingham

I need to reach out to people who work for small to mid-sized companies, and help them identify and apply their strengths at work.

~Marcus Buckingham

When you feel as though you can't do something, the simple antidote is action: Begin doing it. Start the process, even if it's just a simple step, and don't stop at the beginning.

~Marcus Buckingham

Most of my work has been in corporations, studying how you build an organization that helps people to identify and work to their strengths.

~Marcus Buckingham

Life's tricky for women because they have to make more choices than men. And yes, choice is good, but boy, you better be an expert choice-maker.

~Marcus Buckingham

It's odd that I'm a big name in America and not known in Britain.

~Marcus Buckingham

Americans just love convening. They are a convention-happy country and they love to get together to talk.

~Marcus Buckingham

We need to say goodbye to the traditional methodologies of corporate universities.

~Marcus Buckingham

CEOs the world over are fond of pointing to their workforce and saying "Our people are our greatest asset." And yet today, only two out of ten people think their assets are being well used at work.

~Marcus Buckingham

In most cases, no matter what it is, if you measure it and reward it, people will try to excel at it

~Marcus Buckingham

Too many of the organizations I have observed resemble a farm in Kansas. They have lots of fences and silos as well as a storm cellar.

~Marcus Buckingham

The first step is to recognize what you need to know and why you need to know it.

~Marcus Buckingham

The time you spend with your best (employees) is, quite simply, your most productive time.

~Marcus Buckingham

If the manager really is the problem, try to get reassigned elsewhere in the organization or start looking for one in which you can play to your strengths.

~Marcus Buckingham

The corporate world is appallingly bad at capitalizing on the strengths of its people.

~Marcus Buckingham

I think a good business book has one coherent idea that is richly played out.

~Marcus Buckingham

You shouldn't take pride in your natural talents any more than you should take pride in your sex, your race or color of your hair

~Marcus Buckingham

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