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PATRICK LENCIONI, bestselling author of *The Five Dysfunctions of a Team*,  
RELEASES HIS NEXT BOOK:

***THREE SIGNS OF A MISERABLE JOB***  
***A FABLE FOR MANAGERS (AND THEIR EMPLOYEES)***

*Best-selling business author turns his attention to a growing national epidemic:  
Job Misery*

An unhappy, unproductive workforce is the subject best-selling author and CEO of The Table Group, Patrick Lencioni, tackles in his seventh business book, *The Three Signs of a Miserable Job* (Jossey-Bass, August 2007, \$24.95, Cloth).

“No one is immune to job misery –it touches every profession imaginable from restaurant service worker, to middle manager, to NBA superstar,” says Lencioni. Countless sources support this statement including a recent *USA Today* poll which found that “people unhappy with their jobs is at an all time high.” Lencioni, known for his ability to net-out complicated theories into actionable models, offers a practical solution for managers to end job misery –one that’s both simple and costs nothing.

Following the format that has yielded Lencioni over two and a half million copies in book sales worldwide, the book is written using a gripping business fiction format with characters any reader can relate to. This book’s main character, Brian Bailey, is a retired CEO that sets out to

discover the X factor in high-achieving organizations. What Brian learns is that a fulfilled workforce, with low turnover and high job satisfaction is the key.

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In real life, Lencioni develops his models while out in the field speaking and consulting to a wide range of organizations, including Southwest Airlines, Cisco Systems, the NFL, the NBA, the U.S. Army 82<sup>nd</sup> Airborne and others. Like all Lencioni's models, the three signs may appear simple at first glance, but the fact remains that managers simply aren't giving people what they need to succeed –his actionable approach is often just what's needed to get the message across.

Lencioni urges managers to address the following three areas with their people:

### **Anonymity**

People cannot be fulfilled in their work if they are not known. All human beings need to be understood and appreciated for their unique qualities by someone in a position of authority.

### **Irrelevance**

Everyone needs to know that their job matters to someone. Anyone. Without seeing a connection between the work and the satisfaction of another person or group of people, an employee simply will not find lasting fulfillment.

### **Immeasurement**

Employees need to be able to gauge their progress and level of contribution for themselves. They cannot be fulfilled in their work if their success depends on the opinions or whims of another person.

This universal model lends itself to rich examples from the celebrity, sports and corporate world as well as regular people in common jobs. Pat's simple wisdom found in *The Three Signs of a Miserable Job* goes beyond the organization and speaks to individual managers and employees. Lencioni states, "This book, more than any other, is at the center of why my firm went into business –to make people more fulfilled in their work lives." Lencioni believes that the way employees are treated at work can have a large societal impact. Fulfilled employees then treat their families, neighbors and communities better at the end of their work day

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## **ABOUT THE AUTHOR:**

Patrick Lencioni is founder and president of The Table Group, Inc., a specialized management-consulting firm focused on organizational health. With over two and a half million books sold, Lencioni is the author of six nationally recognized books, including *The Five Dysfunctions of a Team*, which continues to be highlighted on the *New York Times*, *BusinessWeek*, *Wall Street Journal*, and *USA Today* best-seller lists. As a consultant and keynote speaker, he has worked with thousands of senior executives in organizations ranging from Fortune 500s and high-tech start-ups to universities and nonprofits. He has been described by *The One-Minute Manager's* Ken Blanchard as "fast defining the next generation of leadership thinkers." Pat's passion for organizations and teams is reflected in his writing, speaking, and consulting.

### **Three Signs of a Miserable Job**

**John Wiley & Sons, Inc.**

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