

Is Giving the Secret to Getting Ahead?

March 27, 2013

The New York Times:

Just after noon on a Wednesday in November, Adam Grant wrapped up a lecture at the Wharton School and headed toward his office, a six-minute speed walk away. Several students trailed him, as often happens; at conferences, Grant attracts something more like a swarm. Grant chatted calmly with them but kept up the pace. He knew there would be more students waiting outside his office, and he said, more than once, “I really don’t like to keep students waiting.”

Grant, 31, is the youngest-tenured and highest-rated professor at Wharton. He is also one of the most prolific academics in his field, organizational psychology, the study of workplace dynamics. Grant took three years to get his Ph.D., and in the seven years since, he has published more papers in his field’s top-tier journals than colleagues who have won lifetime-achievement awards. His influence extends beyond academia. He regularly advises companies about how to get the most out of their employees and how to help their employees get the most out of their jobs. It is Grant whom Google calls when “we are thinking about big problems we are trying to solve,” says Prasad Setty, who heads Google’s people analytics group. Plenty of people have made piles of money by promising the secrets to getting things done or working a four-hour week or figuring out what color your parachute is or how to be a brilliant one-minute manager. But in an academic field that is preoccupied with the study of efficiency and productivity, Grant would seem to be the most efficient and productive.

Read the whole story: [*The New York Times*](#)