**Chapter 6 Seminar: Reading and Summarizing Article**

**Student’s Name**

**Institution affiliated**

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**Reading: “Givers Take All: The Hidden Dimension of Corporate Culture” by Adam Grant**

The article emphasizes the importance of helping or supporting each other in the workplace. The effectiveness of a group or team lies in the ability of individuals to assist each other as this brings efficiency and ease of work. According to the author, the helping behavior is backed by scientific evidence showing that companies that encourage employees to support each other record higher productivity, creativity, performance and quality. Some benefits come with helping and sharing knowledge, and skills. It brings cohesion and coordination, ease in solving problems, ensure the transfer of expertise, and reduce performance variability.

Many organizations have not fully adopted the concept of helping each other. Some have adopted giver culture, others use taker culture while some adopt matcher culture. Although matcher cultures are better than takers and givers, they are inefficient since employees tend to trade favors. Giver culture benefits organizations, however, they depend on the willingness of employees to make and give requests. There is evidence that many employees are reluctant to seek help. They think that asking help makes them look vulnerable, lack of knowledge and incompetent. These weaknesses can be handled through “reciprocity ring”, which encourage employees to seek and give help

Encouraging giver culture in an organization requires a leader to do more to avoid problems that come with it. The leaders need to model the entire organization and streamline the employees to selflessly seek, give, and take help. A good reward system can help encourage this culture. A leadership should reward givers, encourage seekers and punish discourage perennial takers

**Reference**

Grant, A. (2013). Givers take all: The hidden dimension of corporate culture. Mckinsey  
 Quarterly, (2), 52-65.