Welcome to the FISH! the Book study guide. We created it to spark and lead conversations that help you put the book’s universal lessons into action.

These questions are for teams who want a more effective and satisfying work culture, or for individuals who want more success and fulfillment in every part of their lives.

This guide divides the book into several sections, each with a synopsis and questions related to that specific part of the book. This allows you to start discussions as soon as you have completed that section of the book. Or you can wait until you finish the book.

As you plan your training or study group, feel free to choose the questions that fit your goals and available time.

FISH! the Book is one part of an entire family of tools to help you achieve your goals, from online video learning programs to live events to books. We have programs for team-building and trust, education, health care and leadership, among others.

To learn more, visit us at www.fishphilosophy.com
Mary Jane’s challenge (pages 1–12)

Mary Jane Ramirez has just accepted a new job as manager of the operations group on the third floor at First Guarantee Financial. The department has a terrible reputation; the place is so dead that it sucks the life right out of you. Mary Jane wouldn’t have taken the job if she didn’t need to pay expenses related to her husband’s unexpected death two years ago.

The staff on third floor are good people, but they are bored, cynical and stuck in a rut. The work is not exciting, but it is critical to the rest of the company. Mary Jane knows the culture has to change or the staff’s jobs could be in danger. The urgency of her task is confirmed when her boss informs her that he wants this “toxic energy dump” fixed—and quickly.

Questions

1. Adults spend most of their waking hours at work. Beyond salary and benefits, what do you want most from the time you spend at work?

2. As FISH! begins, Mary Jane has recently taken a position on the third floor. It’s known as a “toxic energy dump.” What, to you, makes a workplace toxic or dead? What behaviors do you typically see there?

3. Mary Jane writes that no one works on third floor because they love it, yet their work is necessary for the company to succeed. What “necessary” parts of your job do you like the least? How does your work contribute to the success of your organization?