

Three Talents of Rebels

Francesca Gino



Harvard Business School researcher and tenured professor Francesca Gino has redefined the word “rebel.” Unlike the stereotypical, havoc-raising insurgent, the kind of rebels Francesca refers to create positive change around them. “Rebels fight the tendency to keep their voice inside,” said Francesca. They push boundaries and break rules so they can find new ways to achieve success.

Takeaways

- 1. Curiosity**—“When we are curious, we interact with others differently,” said Francesca. Through her research, she learned that nine months into a job, employees’ curiosity declines 20 percent. Leaders need to tap into that initial creativity!
- 2. Authenticity**—Rebels make themselves vulnerable and in doing so, are authentic. When rebel leaders show their human nature, they enable others to connect with them. Followers are more likely to respect a leader who is genuine.
- 3. Diversity**—Francesca studied pirate ships in the 1600s and was fascinated by their culture because they hired based on skills alone. This created a performance-based culture that even allowed the crew to choose the captain.

Francesca challenged the audience to ask this question: “Am I the type of captain my crew would choose as a leader today? Did I show up with courage and try to bring out the five talents of a rebel?”