

Secret Of Our Success How Culture Is Driving Human

John L. Hennessy

The Secret of Our Success Joseph Henrich, 2017-10-17 How our collective intelligence has helped us to evolve and prosper Humans are a puzzling species. On the one hand, we struggle to survive on our own in the wild, often failing to overcome even basic challenges, like obtaining food, building shelters, or avoiding predators. On the other hand, human groups have produced ingenious technologies, sophisticated languages, and complex institutions that have permitted us to successfully expand into a vast range of diverse environments. What has enabled us to dominate the globe, more than any other species, while remaining virtually helpless as lone individuals? This book shows that the secret of our success lies not in our innate intelligence, but in our collective brains—on the ability of human groups to socially interconnect and learn from one another over generations. Drawing insights from lost European explorers, clever chimpanzees, mobile hunter-gatherers, neuroscientific findings, ancient bones, and the human genome, Joseph Henrich demonstrates how our collective brains have propelled our species' genetic evolution and shaped our biology. Our early capacities for learning from others produced many cultural innovations, such as fire, cooking, water containers, plant knowledge, and projectile weapons, which in turn drove the expansion of our brains and altered our physiology, anatomy, and psychology in crucial ways. Later on, some collective brains generated and recombined powerful concepts, such as the lever, wheel, screw, and writing, while also creating the institutions that continue to alter our motivations and perceptions. Henrich shows how our genetics and biology are inextricably interwoven with cultural evolution, and how culture-gene interactions launched our species on an extraordinary evolutionary

trajectory. Tracking clues from our ancient past to the present, *The Secret of Our Success* explores how the evolution of both our cultural and social natures produce a collective intelligence that explains both our species' immense success and the origins of human uniqueness.

The Secret of Our Success Joseph Henrich, 2015-10-27 How our collective intelligence has helped us to evolve and prosper Humans are a puzzling species. On the one hand, we struggle to survive on our own in the wild, often failing to overcome even basic challenges, like obtaining food, building shelters, or avoiding predators. On the other hand, human groups have produced ingenious technologies, sophisticated languages, and complex institutions that have permitted us to successfully expand into a vast range of diverse environments. What has enabled us to dominate the globe, more than any other species, while remaining virtually helpless as lone individuals? This book shows that the secret of our success lies not in our innate intelligence, but in our collective brains—on the ability of human groups to socially interconnect and learn from one another over generations. Drawing insights from lost European explorers, clever chimpanzees, mobile hunter-gatherers, neuroscientific findings, ancient bones, and the human genome, Joseph Henrich demonstrates how our collective brains have propelled our species' genetic evolution and shaped our biology. Our early capacities for learning from others produced many cultural innovations, such as fire, cooking, water containers, plant knowledge, and projectile weapons, which in turn drove the expansion of our brains and altered our physiology, anatomy, and psychology in crucial ways. Later on, some collective brains generated and recombined powerful concepts, such as the lever, wheel, screw, and writing, while also creating the institutions that continue to alter our

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The Secret of Our Success Joseph Patrick Henrich, 2016 Humans are a puzzling species. On the one hand, we struggle to survive on our own in the wild, often failing to overcome even basic challenges, like obtaining food, building shelters, or avoiding predators. On the other hand, human groups have produced ingenious technologies, sophisticated languages, and complex institutions that have permitted us to successfully expand into a vast range of diverse environments. What has enabled us to dominate the globe, more than any other species, while remaining virtually helpless as lone individuals? This book shows that the secret of our success lies not in our innate intelligence, but in our collective brains--on the ability of human groups to socially interconnect and learn from one another over generations. Drawing insights from lost European explorers, clever chimpanzees, mobile hunter-gatherers, neuroscientific findings, ancient bones, and the human genome, Joseph Henrich demonstrates how our collective brains have propelled our species' genetic evolution and shaped our biology. Our early capacities for learning from others produced many cultural innovations, such as fire, cooking, water containers, plant knowledge, and projectile weapons, which in turn drove the expansion of our brains and altered our physiology, anatomy, and psychology in crucial ways. Later on, some collective brains generated

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Why Humans Cooperate Joseph Henrich, Natalie Henrich, 2007-06-27 Cooperation among humans is one of the keys to our great evolutionary success. Natalie and Joseph Henrich examine this phenomena with a unique fusion of theoretical work on the evolution of cooperation, ethnographic descriptions of social behavior, and a range of other experimental results. Their experimental and ethnographic data come from a small, insular group of middle-class Iraqi Christians called Chaldeans, living in metro Detroit, whom the Henrichs use as an example to show how kinship relations, ethnicity, and culturally transmitted traditions provide the key to explaining the evolution of cooperation over multiple generations.

How Humans Evolved Robert Boyd, Joan B. Silk, 2017-12 The most complete introduction to the science of human evolution. With a signature blend of evolutionary theory, population genetics, and behavioral ecology, *How Humans Evolved* teaches the science and history behind human evolution. Thoroughly updated with coverage of recent research and new discoveries, the Eighth Edition offers the most visual, dynamic, and effective learning tools in its field. The Eighth Edition also includes an expanded suite of animations that

help students better visualize and understand tricky concepts, as well as real-world videos and InQuizitive adaptive learning.

The WEIRDest People in the World Joseph Henrich, 2020-09-08 A New York Times Notable Book of 2020 A Bloomberg Best Non-Fiction Book of 2020 A Behavioral Scientist Notable Book of 2020 A Human Behavior & Evolution Society Must-Read Popular Evolution Book of 2020 A bold, epic account of how the co-evolution of psychology and culture created the peculiar Western mind that has profoundly shaped the modern world. Perhaps you are WEIRD: raised in a society that is Western, Educated, Industrialized, Rich, and Democratic. If so, you're rather psychologically peculiar. Unlike much of the world today, and most people who have ever lived, WEIRD people are highly individualistic, self-obsessed, control-oriented, nonconformist, and analytical. They focus on themselves—their attributes, accomplishments, and aspirations—over their relationships and social roles. How did WEIRD populations become so psychologically distinct? What role did these psychological differences play in the industrial revolution and the global expansion of Europe during the last few centuries? In The WEIRDest People in the World, Joseph Henrich draws on cutting-edge research in anthropology, psychology, economics, and evolutionary biology to explore these questions and more. He illuminates the origins and evolution of family structures, marriage, and religion, and the profound impact these cultural transformations had on human psychology. Mapping these shifts through ancient history and late antiquity, Henrich reveals that the most fundamental institutions of kinship and marriage changed dramatically under pressure from the Roman Catholic Church. It was these changes that gave rise to the WEIRD psychology that would coevolve with impersonal markets, occupational specialization, and free competition—laying

the foundation for the modern world. Provocative and engaging in both its broad scope and its surprising details, *The WEIRDest People in the World* explores how culture, institutions, and psychology shape one another, and explains what this means for both our most personal sense of who we are as individuals and also the large-scale social, political, and economic forces that drive human history. Includes black-and-white illustrations.

The Culture Code Daniel Coyle, 2018-01-30 NEW YORK TIMES BESTSELLER • The author of *The Talent Code* unlocks the secrets of highly successful groups and provides tomorrow's leaders with the tools to build a cohesive, motivated culture. NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BLOOMBERG AND LIBRARY JOURNAL Where does great culture come from? How do you build and sustain it in your group, or strengthen a culture that needs fixing? In *The Culture Code*, Daniel Coyle goes inside some of the world's most successful organizations—including the U.S. Navy's SEAL Team Six, IDEO, and the San Antonio Spurs—and reveals what makes them tick. He demystifies the culture-building process by identifying three key skills that generate cohesion and cooperation, and explains how diverse groups learn to function with a single mind. Drawing on examples that range from Internet retailer Zappos to the comedy troupe Upright Citizens Brigade to a daring gang of jewel thieves, Coyle offers specific strategies that trigger learning, spark collaboration, build trust, and drive positive change. Coyle unearths helpful stories of failure that illustrate what not to do, troubleshoots common pitfalls, and shares advice about reforming a toxic culture. Combining leading-edge science, on-the-ground insights from world-class leaders, and practical ideas for action, *The Culture Code* offers a roadmap for creating an environment where innovation flourishes, problems get solved, and expectations are

exceeded. Culture is not something you are—it's something you do. The Culture Code puts the power in your hands. No matter the size of your group or your goal, this book can teach you the principles of cultural chemistry that transform individuals into teams that can accomplish amazing things together. Praise for The Culture Code "I've been waiting years for someone to write this book—I've built it up in my mind into something extraordinary. But it is even better than I imagined. Daniel Coyle has produced a truly brilliant, mesmerizing read that demystifies the magic of great groups. It blows all other books on culture right out of the water."—Adam Grant, New York Times bestselling author of Option B, Originals, and Give and Take "If you want to understand how successful groups work—the signals they transmit, the language they speak, the cues that foster creativity—you won't find a more essential guide than The Culture Code."—Charles Duhigg, New York Times bestselling author of The Power of Habit and Smarter Faster Better

Darwin's Unfinished Symphony Kevin N. Laland, 2018-09-11 Humans possess an extraordinary capacity for culture, from the arts and language to science and technology. But how did the human mind—and the uniquely human ability to devise and transmit culture—evolve from its roots in animal behavior? Darwin's Unfinished Symphony presents a captivating new theory of human cognitive evolution. This compelling and accessible book reveals how culture is not just the magnificent end product of an evolutionary process that produced a species unlike all others—it is also the key driving force behind that process. Kevin Laland tells the story of the painstaking fieldwork, the key experiments, the false leads, and the stunning scientific breakthroughs that led to this new understanding of how culture transformed human evolution. It is the story of how Darwin's intellectual descendants picked up

where he left off and took up the challenge of providing a scientific account of the evolution of the human mind.

Wired for Culture: Origins of the Human Social Mind Mark Pagel, 2012-02-07 A fascinating, far-reaching study of how our species' innate capacity for culture altered the course of our social and evolutionary history. A unique trait of the human species is that our personalities, lifestyles, and worldviews are shaped by an accident of birth—namely, the culture into which we are born. It is our cultures and not our genes that determine which foods we eat, which languages we speak, which people we love and marry, and which people we kill in war. But how did our species develop a mind that is hardwired for culture—and why? Evolutionary biologist Mark Pagel tracks this intriguing question through the last 80,000 years of human evolution, revealing how an innate propensity to contribute and conform to the culture of our birth not only enabled human survival and progress in the past but also continues to influence our behavior today. Shedding light on our species' defining attributes—from art, morality, and altruism to self-interest, deception, and prejudice—Wired for Culture offers surprising new insights into what it means to be human.

Not By Genes Alone Peter J. Richerson, Robert Boyd, 2008-06-20 Humans are a striking anomaly in the natural world. While we are similar to other mammals in many ways, our behavior sets us apart. Our unparalleled ability to adapt has allowed us to occupy virtually every habitat on earth using an incredible variety of tools and subsistence techniques. Our societies are larger, more complex, and more cooperative than any other mammal's. In this stunning exploration of human adaptation, Peter J. Richerson and Robert Boyd argue that only a Darwinian theory of cultural evolution can explain these unique

characteristics. *Not by Genes Alone* offers a radical interpretation of human evolution, arguing that our ecological dominance and our singular social systems stem from a psychology uniquely adapted to create complex culture. Richerson and Boyd illustrate here that culture is neither superorganic nor the handmaiden of the genes. Rather, it is essential to human adaptation, as much a part of human biology as bipedal locomotion. Drawing on work in the fields of anthropology, political science, sociology, and economics—and building their case with such fascinating examples as kayaks, corporations, clever knots, and yams that require twelve men to carry them—Richerson and Boyd convincingly demonstrate that culture and biology are inextricably linked, and they show us how to think about their interaction in a way that yields a richer understanding of human nature. In abandoning the nature-versus-nurture debate as fundamentally misconceived, *Not by Genes Alone* is a truly original and groundbreaking theory of the role of culture in evolution and a book to be reckoned with for generations to come. “I continue to be surprised by the number of educated people (many of them biologists) who think that offering explanations for human behavior in terms of culture somehow disproves the suggestion that human behavior can be explained in Darwinian evolutionary terms. Fortunately, we now have a book to which they may be directed for enlightenment It is a book full of good sense and the kinds of intellectual rigor and clarity of writing that we have come to expect from the Boyd/Richerson stable.”—Robin Dunbar, *Nature* “*Not by Genes Alone* is a valuable and very readable synthesis of a still embryonic but very important subject straddling the sciences and humanities.”—E. O. Wilson, Harvard University

Experimenting with Social Norms Jean Ensminger, Joseph Henrich, 2014-10-22

Questions about the origins of human cooperation have long puzzled and divided scientists. Social norms that foster fair-minded behavior, altruism and collective action undergird the foundations of large-scale human societies, but we know little about how these norms develop or spread, or why the intensity and breadth of human cooperation varies among different populations. What is the connection between social norms that encourage fair dealing and economic growth? How are these social norms related to the emergence of centralized institutions? Informed by a pioneering set of cross-cultural data, *Experimenting with Social Norms* advances our understanding of the evolution of human cooperation and the expansion of complex societies. Editors Jean Ensminger and Joseph Henrich present evidence from an exciting collaboration between anthropologists and economists. Using experimental economics games, researchers examined levels of fairness, cooperation, and norms for punishing those who violate expectations of equality across a diverse swath of societies, from hunter-gatherers in Tanzania to a small town in rural Missouri. These experiments tested individuals' willingness to conduct mutually beneficial transactions with strangers that reap rewards only at the expense of taking a risk on the cooperation of others. The results show a robust relationship between exposure to market economies and social norms that benefit the group over narrow economic self-interest. Levels of fairness and generosity are generally higher among individuals in communities with more integrated markets. Religion also plays a powerful role. Individuals practicing either Islam or Christianity exhibited a stronger sense of fairness, possibly because religions with high moralizing deities, equipped with ample powers to reward and punish, encourage greater prosociality. The size of the settlement also had an impact. People in larger

communities were more willing to punish unfairness compared to those in smaller societies. Taken together, the volume supports the hypothesis that social norms evolved over thousands of years to allow strangers in more complex and large settlements to coexist, trade and prosper. Innovative and ambitious, *Experimenting with Social Norms* synthesizes an unprecedented analysis of social behavior from an immense range of human societies. The fifteen case studies analyzed in this volume, which include field experiments in Africa, South America, New Guinea, Siberia and the United States, are available for free download on the Foundation's website: www.russellsage.org.

The Culture Secret David Vik, 2013-02-05 Why is a great company culture so rare? How can you make sure your organization has one? The good news is that creating an inspiring and sustainable culture is not as hard as you might think. Dr. David "Doc" Vik reveals the keys to success in *The Culture Secret*. A remarkable culture begins with visionary leaders who help their teams take a holistic approach to creating engagement inside their companies and sharing it with customers. Discover how to take culture beyond casual Friday and into more meaningful conversations like:

- Driving Vision
- Defining Purpose
- Clear business model
- Unique/WOW factors
- Meaningful Values
- Inspired Leadership
- Great customers and customer service
- Brand enhancement
- Experience and the emotional connection

If you don't think you have to focus on attracting—and retaining—the best employees in today's hypercompetitive war for talent, you are living in the past. The employees and customers of today have a choice and a voice. The secret to culture is simple: take care of your people, never stop innovating, and leave customers wowed. Build a better culture to secure the future for any organization.

Drive Daniel H. Pink, 2011-04-05 The New York Times bestseller that gives

readers a paradigm-shattering new way to think about motivation from the author of *When: The Scientific Secrets of Perfect Timing*. Most people believe that the best way to motivate is with rewards like money—the carrot-and-stick approach. That's a mistake, says Daniel H. Pink (author of *To Sell Is Human: The Surprising Truth About Motivating Others*). In this provocative and persuasive new book, he asserts that the secret to high performance and satisfaction—at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world. Drawing on four decades of scientific research on human motivation, Pink exposes the mismatch between what science knows and what business does—and how that affects every aspect of life. He examines the three elements of true motivation—autonomy, mastery, and purpose—and offers smart and surprising techniques for putting these into action in a unique book that will change how we think and transform how we live.

Leading with Cultural Intelligence David A. Livermore, 2010 What is CQ? And why do leaders need it in our increasingly connected world?

The Crucible of Language Vyvyan Evans, 2015-02-16 From the barbed, childish taunt on the school playground, to the eloquent sophistry of a lawyer prising open a legal loophole in a court of law, meaning arises each time we use language to communicate with one another. How we use language - to convey ideas, make requests, ask a favour, and express anger, love or dismay - is of the utmost importance; indeed, linguistic meaning can be a matter of life and death. In *The Crucible of Language*, Vyvyan Evans explains what we know, and what we do, when we communicate using language; he shows how linguistic meaning arises, where it comes from, and the way language enables us to convey the meanings that can move us to tears, bore us to death, or make us

dizzy with delight. Meaning is, he argues, one of the final frontiers in the mapping of the human mind.

The Origin and Evolution of Cultures Robert Boyd, Peter J. Richerson, 2005
The Origin and Evolution of Cultures presents articles based on two notions. That culture is crucial for understanding human behaviour; and that culture is part of biology. Interest in this collection will span anthropology, psychology, economics, philosophy, and political science.

The Ape that Understood the Universe Steve Stewart-Williams, 2019-11-21
The Ape that Understood the Universe is the story of the strangest animal in the world: the human animal. It opens with a question: How would an alien scientist view our species? What would it make of our sex differences, our sexual behavior, our altruistic tendencies, and our culture? The book tackles these issues by drawing on two major schools of thought: evolutionary psychology and cultural evolutionary theory. The guiding assumption is that humans are animals, and that like all animals, we evolved to pass on our genes. At some point, however, we also evolved the capacity for culture - and from that moment, culture began evolving in its own right. This transformed us from a mere ape into an ape capable of reshaping the planet, travelling to other worlds, and understanding the vast universe of which we're but a tiny, fleeting fragment. Featuring a new foreword by Michael Shermer.

The Good Book of Human Nature Carel van Schaik, Kai Michel, 2016-05-24
In The Good Book of Human Nature, evolutionary anthropologist Carel van Schaik and historian Kai Michel advance a new view of Homo sapiens' cultural evolution. The Bible, they argue, was written to make sense of the single greatest change in history: the transition from egalitarian hunter-gatherer to agricultural societies. Religion arose as a strategy to cope with the

unprecedented levels of epidemic disease, violence, inequality, and injustice that confronted us when we abandoned the bush--and which still confront us today, --Amazon.com.

The Secret Rhonda Byrne, 2011-07-07 The tenth-anniversary edition of the book that changed lives in profound ways, now with a new foreword and afterword. In 2006, a groundbreaking feature-length film revealed the great mystery of the universe--The Secret--and, later that year, Rhonda Byrne followed with a book that became a worldwide bestseller. Fragments of a Great Secret have been found in the oral traditions, in literature, in religions and philosophies throughout the centuries. For the first time, all the pieces of The Secret come together in an incredible revelation that will be life-transforming for all who experience it. In this book, you'll learn how to use The Secret in every aspect of your life--money, health, relationships, happiness, and in every interaction you have in the world. You'll begin to understand the hidden, untapped power that's within you, and this revelation can bring joy to every aspect of your life. The Secret contains wisdom from modern-day teachers--men and women who have used it to achieve health, wealth, and happiness. By applying the knowledge of The Secret, they bring to light compelling stories of eradicating disease, acquiring massive wealth, overcoming obstacles, and achieving what many would regard as impossible.

Leading Matters John L. Hennessy, 2018-09-04 In Leading Matters, current Chairman of Alphabet (Google's parent company), former President of Stanford University, and Godfather of Silicon Valley, John L. Hennessy shares the core elements of leadership that helped him become a successful tech entrepreneur, esteemed academic, and venerated administrator. Hennessy's approach to leadership is laser-focused on the journey rather than the destination. Each

chapter in *Leading Matters* looks at valuable elements that have shaped Hennessy's career in practice and philosophy. He discusses the pivotal role that humility, authenticity and trust, service, empathy, courage, collaboration, innovation, intellectual curiosity, storytelling, and legacy have all played in his prolific, interdisciplinary career. Hennessy takes these elements and applies them to instructive stories, such as his encounters with other Silicon Valley leaders including Jim Clark, founder of Netscape; Condoleezza Rice, former U.S. Secretary of State and Stanford provost; John Arrillaga, one of the most successful Silicon Valley commercial real estate developers; and Phil Knight, founder of Nike and philanthropist with whom Hennessy cofounded Knight-Hennessy Scholars at Stanford University. Across government, education, commerce, and non-profits, the need for effective leadership could not be more pressing. This book is essential reading for those tasked with leading any complex enterprise in the academic, not-for-profit, or for-profit sector.

Fuel your quest for knowledge with this thought-provoking masterpiece, **Secret Of Our Success How Culture Is Driving Human** . This educational ebook, conveniently sized in PDF (PDF Size: *), is a gateway to personal growth and intellectual stimulation. Immerse yourself in the enriching content curated to cater to every eager mind. Download now and embark on a learning journey that promises to expand your horizons. .

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Secret Of Our Success How Culture Is Driving Human Introduction

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