

Move Your Bus Book Summary, by Ron Clark

by Allen Cheng

<https://www.allencheng.com/move-your-bus-book-summary-ron-clark/>

Want to learn the ideas in Move Your Bus better than ever? Read the world's #1 book summary of Move Your Bus by Ron Clark here.

Read a brief 1-Page Summary or watch video summaries curated by our expert team. Note: this book guide is not affiliated with or endorsed by the publisher or author, and we always encourage you to purchase and read the full book.

Video Summaries of Move Your Bus

We've scoured the Internet for the very best videos on Move Your Bus, from high-quality videos summaries to interviews or commentary by Ron Clark.

https://www.youtube.com/watch?v=c_gr_XfSq5c

<https://www.youtube.com/watch?v=o0G8AbpLfx0>

1-Page Summary of Move Your Bus

Overview

Every company has different kinds of people in it. Some are productive and help the company move forward, while others just sit back without contributing much.

So, how do we create an organization in which everyone is working towards a common goal? It's important that people are held to higher standards and those who contribute more should be recognized. Everyone in the company should try to learn from them.

In this article, you'll learn the following:

1. Why every organization is like a big bus and why that matters;
2. How to create success in your company by learning from the Flintstones; and
3. What's wrong with work ethics in America today.

Big Idea #1: If you want to build a successful organization, you must cultivate high expectations.

It's a tough world out there, but luckily there are some simple tools to help us succeed.

First, you have to set high expectations for yourself and others. For example, if you want someone to achieve a goal by the end of the day, tell them exactly what they need to accomplish.

In addition, you should always be accountable for your actions so that people can deliver on their promises.

If people don't understand your message, you should repeat it in a way that they can better comprehend. Try to make requests one at a time so the other person can take them more easily. Ron Clark Academy has established an award-winning nonprofit middle school in Atlanta. It motivates teachers by challenging them and helping them set higher expectations for their performance in the classroom.

To explain this concept, Ron Clark used a metaphor. Imagine a bus in the Flintstones cartoon. There's no engine so you need to push it to get it going. The bus represents your goal and if everyone on the team is working well together, they'll be able to move that bus forward.

Everyone on the team has a role to play. It doesn't matter what their job is, they all have something to contribute. In order for you to succeed, you need everyone working together towards a common goal.

Big Idea #2: Different workers perform at different levels; learn how to navigate those differences in your organization.

Let's stick with the bus analogy to understand how it works. On our Flintstones bus, people have different roles.

The driver is in charge of driving the bus and keeping everyone safe.

There are five types of employees in a business: drivers, runners, joggers, walkers and riders. A driver is the one who steers the team and pushes everyone forward. Runners are the top performers in an organization. They do their job well but don't contribute much to moving things forward. Joggers are conscientious workers who do a good job but not enough to move ahead with great momentum. Walkers contribute little forward momentum; they're essentially dead weight on an organization's bottom line. Finally, there are riders – essentially dead weight for any company because they don't perform well at all.

In an organization, Drivers are the managers; they give direction and support. They should make Runners their first priority: these workers want to be part of something special. Runners typically contribute many new ideas, have a strong work ethic and don't make excuses. In other words, Runners put their job first. Just make sure you don't crush their spirit with criticism - instead give them direction and support.

Meanwhile, joggers don't usually exceed expectations. They're content with doing what they're supposed

to do and are afraid of trying harder than that. However, when called upon, they will switch into high gear and give their best effort. Joggers typically believe that they're already doing their best work and lack the confidence to try harder. At the same time, though, they burn for recognition from others because of this low self-confidence.

Like this book summary? Visit www.allencheng.com for more.