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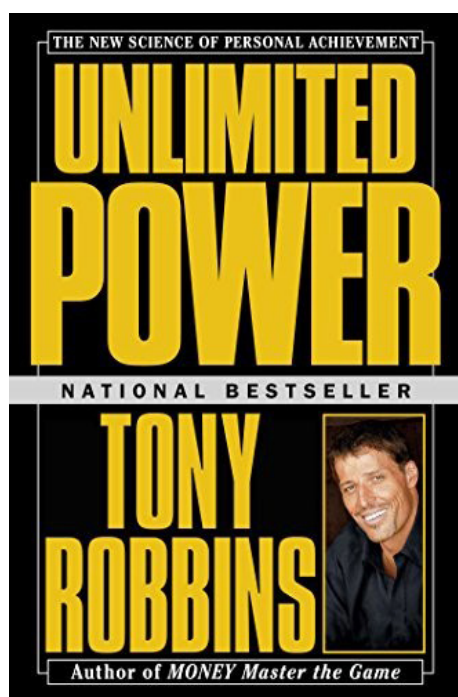
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LEADING THE LEADERS: A BOOK REVIEW ON UNLIMITED POWER BY ANTHONY ROBBINS

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Anthony Robbins, more commonly known in his by-name, Tony, is well-known in the field of coaching and business. Robbins is a coach, motivational speaker, businessman, and philanthropist. He builds his work mainly on neuro-linguistic programming, a psychological practice that entails examining successful people's tactics and adapting them to achieving a particular goal. An immense number of individuals calls him an "inspiration" and life-changer. Aside from the many hats he wears, Robbins is also an author of several books on personal and professional development including *Unlimited Power* [Robbins, 2015]. To make it clear, the *unlimited power* that Robbins discusses in this book, is not about how to dominate or manipulate others. It is the ability to control oneself, namely how to function at our best. Many classical approaches —lessons that never go out of style — from other historical individuals are included in the book. He has rehashed them to make the lessons more relevant and appropriate in today's circumstances.

The book is packed with resources designed to empower readers who want to become leaders in their own arena; thus, the title lives up to its claim. It employs neuro-linguistic programming lessons. Hence, real tales about prominent people are present in the book. Scientific evidences are applied to reinforce major concepts. It is not just a dry textbook, which concentrates solely on what should be studied. Readers will be both entertained and educated.

In the first part of the book, he covers the seven ideas of success — (1) Everything happens for a reason; (2) there is no such entity as a failure; there are only outcomes; (3) take accountability for whatever occurs; (4) it is not essential to comprehend everything in order to use something; (5) people are our greatest resource; (6) work is play; and (7) there is no lasting success without dedication. Meanwhile, the author asserts that most people take little conscious activity to control

their emotional states. They do not become much aware of their emotional states. Many confuse their real selves with their emotional states, which can result in negative repercussions. In leadership communication, if a leader is driven only by emotional state, he can lose the trust of his subordinates or can lead the organization astray. Being rational and open-minded when dealing with other organizational members is pivotal. However, it does not mean that emotional states are vicious. When applied correctly, this can develop harmonious relationships which is advantageous for the attainment of goals of an organization. There are circumstances in which it is advisable to detach feelings from performance events so as to better facilitate communication. This is most especially true in situations in which a leader should provide feedback to his members. Again, there may be situations that do not go as expected in the organizational set-up, but what a leader has to exercise control over their emotional states and actions.

What Robbins doesn't advise to do is to succumb to a negative emotional state. He claims that it can have a ripple effect on actions. However, people have the ability to change it on purpose if they will. Relating this concept to leadership communication, the author notes that when a leader is always imbibing negative emotional state, everything they can see and everyone they work with becomes negative as well. If a leader remains in a negative emotional state for too long, they may mutate into a terrifying mental monster capable of devouring and destroying confidence of those and relationships with those who work under them. Therefore, this is definitely an unhealthy environment for an organization that intends to flourish. This is reinforced by Napoleon Hill [2011] who asserts that negative thinking hinders success. Hill emphasizes that it is a form of appalling thinking which can spread to occupy all of our ideas, and when leaders allow themselves to focus on the negative states, leaving little room for positive states to bloom, it becomes a never-ending circle [Hill, 2011].

Starting from the middle part and up to the end of the book, Robbins emphasizes the five key issues that lead to health and happiness — (1) dealing with frustration successfully; (2) working with rejection; (3) coping with financial strain; (4) managing complacency; and (5) giving more than expecting to receive. Leaders should not only be efficient in professional know-how, but should also be responsible for their personal qualities, because these things spill over to workplace also. Hence, these keys to health and happiness can be advantageous to leaders. Furthermore, Robbins explains that if people want to change their own behavior, they must first begin with their own beliefs. Beliefs can only be changed by the people who have them. Others can just guide or elucidate. So before pinpointing anyone to change, leaders should start within themselves. Otherwise, it is hypocritical. Good counsel, excellent books and movies, respected individuals can help a leader formulate transformative beliefs which can be translated later into actions. Those beliefs should not be stuck inside one's brain. They should be implemented. These beliefs are pivotal in modifying one's habits and actions, which are what organizational members see. Individual accomplishment is linked to beliefs about one's own work, skill, and luck [Chapman & Skinner, 1989]. Empowering beliefs can assist in accomplishing an organization's objectives. Negative beliefs do the opposite. Hence, a leader should be careful of what he believes in because beliefs are powerful.

Many successful individuals have positive beliefs and practices. Realizing this, Robbins has followed them, and these helped him become successful. He is a living testimony of this lesson. He thinks that if others have previously tested and proved such methods effective, then he may follow the steps and experience the same. Going in a bit more detail, Tony Robbins emulated the successful Jim Rohn, and Jim Rohn modeled Zig Ziglar. All of them are proved embodiment of success. However, it must be noted that this advice should not make a leader cold like an automaton that plainly follows their footsteps. A leader should not lose their *true self* and should not forget their

calling. A leader must see the methods of previously successful people as a guide. Leaders should value their authenticity and individuality too. This just pinpoints that if one man can accomplish it, another man can do the same thing or more.

Moreover, Robbins conveys that congruity is crucial in achieving personal power. From his point of view, congruity is synonymous with alignment. Whatever leaders should do it must be in agreement with how they feel. Leaders cannot adopt a half-hearted stance or feeling as their staff will feel it. For example, when a leader talks with a representative of another company, they should appear confident to make themselves confident in actions, too. Leaders should be completely in harmony with themselves and this can be practiced: a necessary lesson in any communicative endeavors is the situation when leaders must strive body-mind unification [Quattrone, 1985] in dealing with members and other stakeholders. Action and feeling should be synchronized to produce better results. Congruity is what people notice among leaders. If a leader wants to be authoritative, they must use an authoritative voice, breathing, and body position. They should not exhibit any hesitation in order to elicit a favorable response. Acting with conviction is necessary to assist assurance that people and organizations respect.

Furthermore, Robbins believes that a good decision is defined by the fact that one has initiated an action. People still can't be said to have made a decision if it is just in mind. Leaders need to remind themselves, that what counts most is not what they think, but what they really do. As the comic book character Batman articulates, "What we do defines us, not who we are underneath" [Schurtz, 2017]. Indeed, leaders become real leaders through their actions, not just because of their position. This echoes the communal idiom that what we do speaks louder than what we think. Decisions in people's heads are analogous to plans in an organization. They may be strategic and comprehensive, but if they are not implemented, they have not really occurred. Hence, they do not exist; they are just a wish. Organizations look for tangible results, and so should leaders. Leaders claim they will do something in relation to goals and even make promises but again, what matters most is that action taken to move things forward. Leaders move and solve problems; they take actions. As a result, they can foresee the impact. If anything does not go as intended, they can try to change it.

Finally, Robbins claims that in order to change and succeed, leaders must become mindful of the rules they set for themselves and their subordinates, as well as how they genuinely assess success or failure. Otherwise, they can have almost everything and feel that they do not have anything at all. Values are beliefs that are significant to people. They are related to meaning, to life's purpose (McClelland, 1985). Values are, as the term implies, what people primarily appreciate. However, there may be occasions when people learn about corrupted beliefs instilled to them by certain forces. Therefore, leaders must constantly clarify their values. Friendship, love, and faith are examples of values. They are referred to as virtues. However, other qualities, such as pride and gluttony, are classified as vices. Some people may get enamored with vices for they offer pleasure or other rewards. However, these frequently result in pain and regret. Hence, leaders must consider if they have the proper ideals or whether they need to be better elucidated. This is their responsibility to themselves and to others so that the organization can prosper.

Overall, this book is an empowering resource for those who want to help themselves become better, most especially in the arena of success and leadership. Being free from jargons, the book is easy to read as nothing can deter the understanding of readers. It is practical and can become very helpful to academicians and practitioners. Lessons and advice from the book, if applied properly, can help individuals gradually transform their lives by, as the book goes, harnessing *unlimited power*. For deeper and better understanding and involvement, it is recommended to accompany this book with other works like *Mindset* [Dweck, 2008] and *Grit* [Duckworth, 2016].

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