**KCTL Interpersonal Communication Reading Group: Fall 2015**

**Meeting 4: Monday, November 9, 2015 in room M391 at 3pm**

**Discussion Questions for *Liespotting***

In ***Chapter 8: The Deception Audit*** Meyer notes, “those born in the 1980’s, commonly called the Millennials or Generation Y … often resists identifying with any brand other than their own, which many leaders believe makes it difficult to inculcate them with a sense of loyalty to a company or an organization. For example, marketing manager Jim Miller may be more concerned about the “Jim Miller” brand, posting throughout the day on his blog than about his company’s … brand he was hired to promote”(p. 174).

* Do you agree with Meyer’s assessment of Gen y/Millennials as being more focused on their own brand? Why or Why not?
* Is what Meyer describes about Gen y/Millennials above something that could evolve into an issue of loyalty and trust or is it something else?

In ***Chapter 8: The Deception Audit*** Meyer notes, “Researchers have found that employees are significantly more likely to lie about their work or fudge numbers when their compensation rests on meeting “stretch goal” quotas, or when they are afraid of the consequences of failure. When faced with aggressively structured stretch-goal compensation structures, it is all too easy for employees to feel that they have no choice but to do whatever it takes to make sure that they meet their numbers” (p. 176).

* In academia we don’t have to meet these stretch-goal quotas like Meyer describes (or maybe we do, please feel free to disagree). What sorts of pressures might be placed on us as faculty and staff that might make someone more likely to lie to represent their work in the best light?
* Is the pressure and fear of failure that Meyer describes above what leads our students to deception or other things to blame?

In ***Chapter 9: Building Your Brain Trust*** Meyer notes, “Like most successful professionals, in addition to your own talents and hard work, you have probably relied upon the advice, expertise and support of a coterie of colleagues, consultants, friends and family members to help you get where you are today … If you stop to think about it, though, your network probably also includes a slew of individuals who wandered into your world by accident or circumstance, but whose presence may not be particularly beneficial” (p. 183).

* When you think about your personal and professional network can you think of individuals who you allowed into your circles who in hindsight you would not have included? Could their presence be putting you at some sort of risk?
* What happens that we allow people who are not beneficial to us into our networks?

In ***Chapter 9: Building Your Brain Trust*** Meyer several toxic personality types to avoid making your personal confidants, these include: the **reflector** who only tells you what you want to hear, the **insulator** who tries to hide problems from work from you, the **usurper** who is out to promote his/her interests in any way he/she can and the **power player** who is always making deals, networking and prominent at conferences and sees you as a future network opportunity, future board member or some other self-serving reason (p. 194-195).

* Have you come across any of these personality types? How did/do you manage your relationship with them?
* Meyer suggests the usurper is particularly dangerous. Which ones of these personality types do you think pose the most risk?

In ***Chapter 10: Putting it All Together*** Meyer notes, “One of life’s greatest pleasures is to engage in relationships in which we are free to express ourselves to the fullest. We would go a long way, individually and as a culture, if we could apply that ideal to our professional relationships, and not reserve it for just our personal ones” (p. 205).

* question?
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In ***Chapter 10: Putting it All Together*** Meyer notes on one hand how new technology has made it possible for us to look for physical and chemical signs of deception in the body but on the other hand she notes “But machines and technology may have been the very forces that created an explosion of favorable conditions for deception in the first place. Liespotting requires that we push back. It demands that we step way from our machines, that we relearn how to communicate face-to-face, how to read people, empathize, connect and listen – the human skills we honed over years of evolution before we forgot their importance” (p. 205).

* Do you agree or disagree with Meyer’s assessment that when we use technology frequently that we rely on and use our human instincts less?
* What do you think about Meyer’s argument machines and technology have created an explosion of deception?

Thanks for participating in the group this semester, it’s been great meeting and discussing with you!