

KAZGUU LIBERAL ARTS DIGEST

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"KLAD" is a student journal first published at M. Narikbayev Kazguu University School of liberal arts. This journal is aimed at enhancing students' involvement into science and research.



INFORMATION ABOUT THE JOURNAL

“KLAD” is a student journal first published at M. Narikbayev Kazguu University School of liberal arts. This journal is aimed at enhancing students’ involvement into science and research.

«KLAD” journal admits for publication various types of articles: original research, review articles, short reports or essays, reflections, case studies, methodologies and cases in english; containing the results of fundamental and applied research in the field of philosophy and identity, history of kazakhstan, pedagogy, linguistics and methods of teaching languages, translation, and tourism.

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The background features a vibrant gradient from purple to blue, overlaid with numerous thin, white, wavy lines that create a sense of motion and depth. Large, semi-transparent, colorful shapes in shades of cyan, magenta, and blue are layered over the lines, adding a dynamic and artistic feel to the design.

PART 02

KAZGUU LIBERAL ARTS DIGEST

BOOK
REVIEWS



LEADERSHIP IS LANGUAGE: THE HIDDEN POWER OF WHAT YOU SAY - AND WHAT YOU DON'T" BY L. DAVID MARQUET

KURBANOVA D.G.

Abstract: In the modern world, the concepts of leadership have become an integral part of human life. The book "Leadership is Language: The Hidden Power of What You Say - and What You Don't" written by L. David Marquet will help people become successful leaders. The purpose of this book review is to briefly analyze what was written by the author and highlight the main points that influenced the value of this book. The main idea of the book is that the right words must be used when managing people. The primary goals of this book are to learn a new language and become a successful leader by drawing lessons from the loss of "El Faro". The author focuses on the language, on how to correctly express one's thoughts to subordinates. In order to achieve the goals, he developed a modern playbook. The playbook describes six "games" that will help us improve our teamwork skills and become the leader we trust and follow.

Key words: leadership, language, playbook, "games"

A leader is someone who can lead a crowd, but in order to become a real leader, you need to have basic knowledge and skills. Now there are a lot of books devoted to leadership, but my attention was drawn to the book "Leadership is Language: The Hidden Power of What You Say - and What You Don't" written by L. David Marquet because the title already says that the book will be very informative. The book will introduce us to the basic concepts of leadership, and team spirit from the author's own example. Definitely suitable for both beginners and strong leaders. David Marquet is a retired United States Navy captain. In this book, he talks about how the nuclear-powered submarine "Santa Fe" changed his approach to command management. Despite the fact that he already had extensive experience in this area, it was the submarine that made him a successful leader. The value of this book will be determined by the fact that the author, using his own experience and examples, describes the consequences of

the right and wrong decisions of the team leader.

The main purposes of this book are to take a lesson from the tragedy of "El Faro" and learn a new language that becomes an effective leader. The author reimagined the story, giving the same situations, the same equipment, environmental conditions, but the captain who ran the entire team was different. And the main difference was how they talk to each other. The outcome of two identical situations was different, in the first case they achieved great results and received many prizes, in the second case it was a tragedy that took the lives of people. David Marquet developed his own methods of achieving teamwork and reflected them in his work.

The main idea of this book: leadership is about people. The author claims that leadership can't be effective without an appropriately balanced interplay using words. The author's statement "Changing

our words changed our world” impressed me deeply because it is the main key to proper interaction with people (Marquet, 2020, p. 13). The essence of these words was fully reflected in the book. The introduction part began with his own biography, the author talked a little about his life path, described the process of losing “El Faro” and then, based on his and other captains’ experience, described the formation of a successful leader. I think the title of the book speaks for itself. The keyword leadership is language, and then is a description of how the words that form speech affect people’s lives. The author described the ways of changing language. There are 3 main ways (Marquet, 2020):

1. proactive language of “intent and commitment to action” (Marquet, 2020, p. 15).
2. a language of “improve and learn” (Marquet, 2020, p. 15).
3. a language of “vulnerability and curiosity” (Marquet, 2020, p. 15).

It is necessary to replace old statements with new ones.

The manner of communication is very important, the leader must be able to clearly have a goal and step by step achieve it. It is clear that many leaders want to create an environment where their people speak up when they see problems, bring their full creative minds to work, and contribute discretionary effort, like new ideas and solutions.

David Marquet created a new playbook, which comprises six main plays:

The first is to control the clock, not obey the clock (Marquet, 2020, p. 17). If you want to become an effective leader you need to do more pauses, think about some difficulties without panic and try to avoid the rush.

The second is to collaborate, not coerce (Marquet, 2020, p. 17). He explained that many employers are used to giving instructions to employees and they often fail their assignments. The author suggests finding a common language with employees,

giving information than instruction, asking them questions and letting them make decisions too.

The third is to commit, not comply (Marquet, 2020, p. 17). An effective leader must continuously learn and develop in the field of work, and not just give tasks. It is important to set a goal and gradually move towards it.

The fourth is complete, not continue (Marquet, 2020, p. 17). It is better to focus on the journey, not the destination. The leader should show the people their results during the journey, it will be like motivation for them.

The fifth play is to improve, not prove (Marquet, 2020, p. 17). Many people can’t admit their mistakes. It is necessary to understand that without mistakes, you will not have progress. Instead of proving and blaming others, you need to improve your skills.

The sixth is to connect, not conform (Marquet, 2020, p. 17). The connection isn’t about superficial “friendship”, it is about caring for someone and wishing all the best. Connect is the enabling play that makes all the other plays work better (Marquet, 2020, p. 197).

This play is based on balancing deliberation and action. The author called it “redwork” and “bluework” (Marquet, 2020, p. 64). Thinking increases variability, while taking action reduces it (Marquet, 2020).

It is necessary to add some rules, which are helpful during the interaction between people:

1. Admit you don’t know (Marquet, 2020, p. 187). Being the leader of your team, you need to admit your mistakes, and if you don’t know something you need to ask others. It is better to ask than to make a gross mistake, that will lead to dire consequences.

2. Be Vulnerable (Marquet, 2020, p. 187). The key is to create a culture where being

vulnerable and exposed feels perfectly safe (Marquet, 2020, p. 189).

3. Trust First (Marquet, 2020, p. 187). A good leader must create a trusting atmosphere at work. First, he should ask for the opinion of his team, and then express his point of view. Only then will the employee trust their leader. This is an important part of building trust. To draw the conclusion, one can say that the author has covered his topic completely and all the goals have been achieved. One must admit that the main idea was traced throughout the book. The key concept is to replace the Industrial Age language with a new one.

In conclusion, I would like to write my opinion about this book. Firstly, let's consider some pros and cons of it. The book has a lot of advantages, like a full description of the process of becoming an effective leader, the development of a new model, and examples from the place of tragedy. I can say only one disadvantage, there were a lot of repetitive examples and that is why the book runs a little long. But despite it, I really liked this book, I believe that every leader and anyone who wants to become one should read it. It clearly describes the process of becoming an effective leader. Life is a fleeting process, days and nights replace each other, so we must engage in constant self-development. Knowledge is very important, but it must be applied in practice, create your own skills and experience. I consider that after reading this book, the views on team management will change for many leaders, they will find themselves many useful tools that will allow them to become outstanding leaders. All you need to do is just follow the author's instructions.

REFERENCES

Marquet, D. L. (2020). *Leadership is Language: The Hidden Power of What You Say -- and What You Don't*. Portfolio Penguin.