



# Corporate Confidential: 50 Secrets Your Company Doesn't Want You to Know---and What to Do About Them

*Cynthia Shapiro*

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## **Corporate Confidential: 50 Secrets Your Company Doesn't Want You to Know---and What to Do About Them** Cynthia Shapiro

Cynthia Shapiro is a former Human Resources executive who's pulling back the curtain on the way that companies *really* work. In *Corporate Confidential*, she unmasks startling truths and what you can do about them, including:

- \* There's no right to free speech in the workplace.
- \* Age discrimination exists.
- \* Why being too smart is not too smart.
- \* Human Resources is not there to help you, but to protect the company *from* you.
- \* And forty-five more!

Cynthia Shapiro pulls no punches, giving readers an inside look at a secret world of hidden agendas they would never normally see. A world of insider information and insights that can save a career!

## **Corporate Confidential: 50 Secrets Your Company Doesn't Want You to Know---and What to Do About Them Details**

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You to Know---and What to Do About Them Cynthia Shapiro**

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## **From Reader Review Corporate Confidential: 50 Secrets Your Company Doesn't Want You to Know---and What to Do About Them for online ebook**

### **Ushan says**

A former human resource executive at an unnamed corporation tells what it takes to succeed in the corporate world. You should bend over to your boss, never complain to the HR, never bring your personal life to work, and demonstrate your loyalty to the company every which way. Demonstrating superior skills is not necessary: anyone can be trained in the skills, but not everyone is loyal to his employer.

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### **Rade says**

This is a must read book for those working in the corporate world.

Basically the gist of it is that just because you work in a good company does not mean everyone will want you to succeed. The way you dress, the way you talk, the way you behave within your office is all seen by someone. The HR is not there to protect you but rather is there to protect the company. You can file a grievance of some sort and they will listen to you but as soon as you do, you will be put on a special list that says "collect enough evidence on this poor sap and fire him/her immediately". If you file a sexual complain you'll pretty much be a goner in a very short time. Companies hate to associate themselves with you and will work up a case to protect their back from a potential lawsuit they might get when they fire you. This has a lot to do with them putting more and more work on you and not giving you honest performance review scores. That is their evidence to can you ASAP.

Other things mentioned in the book is how to observe your terrible boss and learn from their mistakes, be ready for your boss to take credit for something you did, distance yourself from gossip loving groups immediately, you do not beg or ask for raise but are proving your worthiness to the company, what you have on your desk shows what you value in a company (less is better but you need to have something), managers know how you feel about them (how??) and don't take vacations that are over 2 weeks.

There are plenty of other examples but each one of these is outlined in a page (sometimes less). You don't have to listen to everything it is said in this book but always remember that even though you don't feel like you are observed, you are always on somebody's radar. The higher you move up, the juicer target you become.

Recommended for everybody in an office space that wonders time after time why they never get that promotion they so deserve.

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### **Jason Gordon says**

I read this book on the recommendation of my goodreads friend Rod Hilton. Rod states that the book basically confirms the worst suspicions about corporations. It does a little bit more than that. The book explains how to use and exploit that knowledge you have about these terrible dictatorships to your advantage (i.e. getting to the top and making the changes you want to see; aka working within the system). The book is

marketed to those cynics who refuse to play the corporate game, to encourage them to be the change they want to see. I'll spare the audience reading this review the obvious criticism about how morality, ethics, and ideals become perverted under institutional pressures. The more I read books about surviving and thriving in the corporate world is the more I become convinced that monastic life or a medieval patronage system is a perfect fit for me.

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### **Polly says**

Biggest take home message: Your job is to keep your job. Coming from an HR background, I was intrigued by this book. The advice is truly valuable to anyone who wants to thrive in the job they've got or move on to bigger and better things. If you people are passing you on the way up the ladder and you think you're doing everything right, you should read this book.

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### **Yosse says**

You've got to read this book if want to accelerate your career in the company, at least didn't fired without know the reason....

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### **Bill says**

Pretty cynical, but honest

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### **?Misericordia? ~ The Serendipity Aegis ~ ?????? ✨\*♥️ says**

A great outline of corporate inside. Well, a number of it is widely known but still when bluntly put in a book this makes a whole lot more impact.

'Did you know that maternity/medical leave is not really "protected?" That lawsuits are stacked against employees? That performance-review systems are inherently flawed? That expense reports hide a secret test? Or that most people make a mistake when asking for a raise or promotion that kills their chances of getting it? Now you will.'

There are a number of flaws about the reasoning and advice in here, so beware. Not all advice has to be heeded no matter how true it might be at certain points. For example, 'Managers always know how their employees feel about them. It's boss radar.' - really? It's widely known principle of psychology that we feel that others know us a lot better than they actually do. We are not made of glass, that sums it. Besides, it's the unknown troublemakers that bosses should beware of.

'If you feel that everything your boss does is horrible—fabulous! You now have a perfect example of how not to do things when you become a boss. Write them down. Remember them. Knowing what you will never do when you become the boss can be extremely helpful when you move into that position. But have some compassion for the horrible bosses. They are most likely running scared.' - tee hee :)

'If you do make a suggestion that improves things, be ready for your boss to take full credit. Any suggestions made on a team are for the betterment of the team, not for your personal glory. Your boss knows where it came from and is secretly in your debt—a good place to be.' Yet another thing that is not always so.

'If you think you may have been labeled, or even suspected, as a gossip, you need to do two things immediately. First, distance yourself from the information-sharing group. Never let the company or its managers see you with those people, even if you are just listening and not speaking. Just being there could make management think you're agreeing with the behavior and are not to be trusted. Second, stop gossip whenever it reaches you. Say something like "Wow, I wouldn't want anyone to say something like that about me." Or, "I think the person you're talking about would probably want that information kept private." Say whatever you feel would work to get others to exclude you from the gossip ring. If you have to, walk out of the room. Don't worry about being seen as an outsider or a stick-in-the-mud. Do you want to be "cool" and hear all the latest gossip or do you want to be the next one up for promotion as an employee who can be trusted?'

Now, that is a great point to remember at all times. 10 out of 10. Though it remains unclear as to what to do when the company chatterbox happens to be your boss who is sorely in need of audience.

'Choose your alliances carefully.' Yep. 'Like it or not, those who steer clear of the employee friendship cliques tend to stand out from the crowd by appearing more dedicated, conscientious, and serious about their work. Leaders tend to be solitary. They don't gravitate toward packs or go along with group mentalities.' Too true.

'Remember, you're not asking or begging for a raise, you're proving your worth to the company. There's a big difference.'

'The truth is, when you're really ready, they'll be running after you!' Now, that's heavy on the unrealistic side.

'Many employees believe the higher you go in an organization, the more protected you are, but the opposite is actually true. The higher you go, the more exposed, and the juicier a target, you become.' Yep, true-to-life.

'Return in force.'

'...companies don't care if you make mistakes or have an occasional failure.' A potentially useful POV to process.

'What you display in your office or on your desk sends a message to your company about how you think and what you really value.

The messy office: a messy thinker. "God, don't give that project to him,... he'll lose it or spill coffee on it, we'll never see it again." :)))))))))

The overly neat office with nothing in it: "This is just a job to him. He doesn't care about being here." And my favorite: "He must not have enough to do." If it doesn't look like you are working there, why would they be inspired to support your career goals?

I actually came across an employee who was very proud to have created a paperless office. She had no files, nothing in her file drawers, and almost nothing on her desk. It was creepy. A paperless office sounds like the wave of the future, and she probably thought she was being very "earth friendly." But her company was not ready for it by any stretch of the imagination. What was more disturbing was a discovery made while she was on vacation. An executive went looking for an important document he had entrusted in her care and found rows of empty file drawers. It looked as if there was no work being done—or had ever been done. The truth is that paper makes people feel secure. It makes your boss feel secure. Have some.' True and hilarious!

'To move up, you must appear underwhelmed.'

'There's a famous quote from J. Harold Wilkens: 'The world of achievement has always belonged to the optimist. The short route to sabotaging any innovation is to listen to a new idea and say: 'it will never work.' If history teaches us anything it is that the dreamers, the visionaries, the optimists are the ones who got things done. Whether it was building the pyramids, sailing into uncharted seas, overthrowing monarchies, or inventing a microchip, idealists and enthusiasts got the job done. Successful people project optimism. Notice I didn't say they were optimists. There's a difference.'

'The Winner's Circle'

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## **Mobill76 says**

So the game DOES have rules. I just thought they were evil for the sport of it. What if I don't want to play the game?" What if I want to change the rules?

This is a great manual for finally understanding how corporate culture works. And it does have prescriptions for what ails you. The problem is that finding out that all your paranoia is justified really turns your stomach against wanting to play this game anymore. A lot of this stuff won't work for me because I've already been branded but what if it did? Great! Now, I'm part of the machine that perpetuates this evil.

The comfort of knowing my fears were justified didn't last long before despair set in.

Shapiro does give advice for fixing your mistakes and reclaiming your place as a trusted employee. But it's a lot of work. Your paycheck may or may not justify humiliating and overworking yourself on a daily basis until your slighted boss trusts you again. But then if you do get promoted, she gives you the opposite advice that she just gave you when you were an employee. Now you have to earn your employees respect and loyalty, give credit where credit is due, and make sure your employees are motivated - things that you had no right to expect in the employee advice section.

There's just got to be a better way.

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## **Nines says**

this's a really good source to find out the secrets your company doesn't want you to know.

i read the books in a week and well... it really inspired my style of working in a giant company..

never trust your HRD people!

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## **Kasandra says**

This is the sort of book that those just entering the workforce should have to read! Wish I'd known some of these things without having figured them out the hard way. Valuable information for those who want to know what it takes to really move up at work.

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## **Farnoosh Brock says**

Loved Cynthia Shapiro's brilliant perspective, much of which as I look back at my corporate career, rings very true, as it unfolds the mysteries of why I was getting passed over for that promotion. Sigh! A little too late but it's great to know what went wrong in the past... I bought this book because I am in deep research mode as I create my product on cracking the code to get promoted in the corporate world and wanted to read references on the topic.

It was hugely helpful and taught me much I did not know and affirmed a lot of what I knew. I was at a Fortune 500 for 11 years before I resigned to start my own company and while I would never go back for millions of dollars, and never ever give up my freedom and happiness as an entrepreneur, I am determined to help those well-intentioned employees who feel so trapped in their jobs because the stuff.

Cynthia writes this book from the perspective of HR and it gives it a really interesting angle. Her no-nonsense, no-fluff approach to what you need to know, and what nobody teaches you, is something that you need to grab and listen to with vigilance. This is the stuff that can make or break your career and you don't want to be one of those employees who has nothing to show for years and years of hard work except bitterness at an "unfair" system. Just learn how the system works and you will have a different story to tell.

Thank you Cynthia for deciding to write this book. I will now do my part on helping this information spread and reach the right eyes and ears.

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## **Marie says**

This book is essential if you work in a traditional office environment. It will help you avoid the landmines of office politics and stay sane in the workplace. Highly recommend!

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## **Amy says**

A very easy and quick read. Overall an ok book with some good suggestions for people at all stages of employment, from people entering a first or new job to seasoned workers and management. I read this to get an idea of what to expect in a corporate environment, and realized that it has a decidedly negative or even cynical twist to it. The author worked in HR for 20 or so years and I would like to know what companies she worked at, because although much of this is probably true in terms of doing well in such an environment, getting promotions, etc., I don't think it's all so black and white. Good to read with a grain of salt. Also, there were a handful of typos that should have been caught during editing stages.

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## **Stacey Brewer says**

Read this before you talk to HR!

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## Anne says

Well this book is a real hoot! As enjoyable as the gossip you are not supposed to be indulging in around the water cooler. The advice is directed to people just starting out in the work world. Most of it is stuff I've figured out along the way, thankfully, but it's still a fun and useful read. I would give this to any young person at the beginning of his/her career, especially those who are unrealistically idealistic, or those who tend to be unaware of what is going on, but unspoken, around them. The book needs to be read alongside something else that focuses on inspiration and connection, to balance out what could be perceived as a lot of negativity, but I think a balanced and thoughtful reading of this book could spare some folks a painful learning-the-hard-way.

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