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Context to the nugget conversation

Ayelet speaks about the case of Marie Curie. She wins the Nobel Prize in 1903 with her husband Pierre Curie for discovering Radioactivity. (She wins another Nobel Prize in 1911 for isolating pure Radium). Their eldest daughter, Irene Curie, won the Nobel Prize with her husband Frederic Joliot Curie. They were the second couple to win the Nobel Prize together, the first one being Marie and Pierre. Ayelet speaks about the power of joint goals using this as a reference case in point.

Transcription

Deepak Jayaraman (DJ): Moving forward Ayelet, one of the stories that struck me in the book was about Marie and Pierre Curie winning the Nobel Prize in 1903 as a couple for their study of spontaneous radiation, and three decades later in 1932, their oldest daughter Irene wins a Nobel with her husband. You discuss that in the context of the power of joint goals, can you share the insight here?

Ayelet Fishbach (AF): I love Marie Curie, she is my personal hero and maybe tells you something about who I am as a person, but she is such an inspiration. She won the Nobel Prize at a time when women were not part of science really. She did that with her husband. She had two daughters and her daughter won the Nobel Prize also with her husband. By the way, Marie Curie won two Nobel Prizes, one with Pierre and one by herself. So that is the story, it is an inspiration. But it is also a story that tells us a lot about how we pursue goals with other people. We pursue goals with other people often because they are shared goals. We connect to people who have similar goals and we do the work together and really our most important goals in life are usually things that we do with other people. We might start a business, we might start a family, we might pursue some scientific discovery as in the case of the Curie couple, so we do things with others. We also have others as role model. Others inspire us by what they do and Marie and Pierre were the inspiration, were the role models for the daughters. They inspired their daughters to excel and to be really good at their career. They also were able to very well support each other in life. They helped each other achieve goals even when they did not work together. It was Pierre who insisted that Marie will get the Nobel Prize. The first Nobel Prize, the one that she got with him, that was not joint work, that was him working for her, enabling her to win a prize that she deserved. We often connect to people who are just helpful to us with our goals. And I describe much of the research on how we work with other people, how we connect to other people that help us with our own goals or that help us with joint goals.

DJ: Hmm. And on a related note, you actually say that in a relationship feeling known is possibly more important than knowing. Once again, it felt like an interesting insight. Could you shine the light on this one?

AF: Let me start with research. When we ask people how much they feel known and how much they feel like they are knowing someone, and then they have to rate their satisfaction from their relationship, it turns out that what predicts satisfaction from a relationship is more how much you feel known than how much you feel that the other person knows you. This is not just for romantic couples; this is also relationships at work or relationships with family members or just friends. The extent to which we feel that the other person in the interaction knows us is a better predictor of our relationship satisfaction. Now why is that, well, because a person that knows us can support our motivation, can support our goals. If we are known, then that person will help me do whatever I need to do. If my spouse knows that I want to excel at work, they are going to help me do this, they are going to ask me the right questions, help me to walk through difficult situations at work, they are going to be supportive. The interesting thing is that of course relationships are about two people, not just one and so while feeling no one is a better predictor of my satisfaction unless the other person in the relationship also feels that I know them, then there is no real relationship, like it is not going to work. So I encourage people that despite the fact that you are really looking for people who can support your goals, be aware that unless you are instrumental for their goals, unless you know them and can help them with their goals, then they really have no incentive to be in a relationship with you.

DJ: Got it. You need to hold your end of the bargain.

AF: Yeah.

Reflections from Deepak Jayaraman

DJ: Thank you for listening. For more please visit playtopotential.com.

End of nugget transcription

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About Deepak Jayaraman

Deepak seeks to unlock the human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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