

Impact with Integrity: Repair the World without Breaking Yourself

Becky Margiotta

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Taking a fresh approach to leadership that involves social change, Becky Margiotta's *Impact with Integrity* invites activists to tackle challenges through rigorous inner work.

In the course of this book, Margiotta shares valuable tips for embracing personal power, clarifying one's commitments, countering ingrained assumptions, and shifting contexts, as with moving from entitlement to appreciation. The book is direct when it comes to work like identifying one's goals, taking personal responsibility, and assuming accountability. It is also decisive about its terminology, as of unleashing power and facing uncomfortable truths related to racism, sexism, and toxic organizational dynamics.

Emphasis on asking good questions carries throughout, as does unflinching scrutiny and honesty in response to such questions: discernment to assess the dependability of one's allies, live in alignment with one's values, and become a formidable force for change. This work is supported by anecdotes from Margiotta's time in the military and their work to reduce homelessness. The searing outcome of a story involving a commander who was informed of a middle-of-the-night crisis reverberates.

The book's points are driven home by support including provocative footnotes, charts, worksheets, and takeaways, all of which crystallize its steps toward active engagement in effecting change. There are also steps for repairing world issues and Henricks Institute questions to identify one's persona. Though the book is sometimes too casual—using pop cultural phrases that prove distracting in relation to its more substantive work; proving fast to dismiss the possibility of achieving social change in an independent manner—it ably sells the notion that there's power in solidarity.

Organizations and people should be diligent when it comes to self-examination, as is shown in *Impact with Integrity*, a leadership text about fostering social change.

ANDREA HAMMER (May / June 2022)

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