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thing and have a very  
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want to do them and  
are uncompromising  
in that, then sometimes  
it takes even longer.

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The hard thing about  
hard things. That's  
the hard thing about  
hard things—there is no  
formula for dealing  
with them.

Nonetheless, there are  
many bits of advice  
and experience that  
can help with the hard

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things. Being scared  
Being scared doesn't  
mean you are gutless.  
Until you make the  
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whole lot of

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information packed  
inside it. You can read

it from cover to cover

and get a lot of value.

Or, you can think of it

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Horowitz had a lot of

those. And his mentors

included people like

Andy Grove and Jim

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big, hairy, audacious

goal. The hard thing is  
laying people off when  
you miss the big goal.

The hard thing isn't  
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is The Hard Thing

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called it this because

he knows that as a

CEO you are

constantly facing hard

things. Every decision

you make is hard.

There are no easy

options. Ben explains

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and review. He

addresses all the major

screw ups that have

occurred during his

time leading billion \$

corporations and how

his team made

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he shares his

experience of being a

founder-CEO and the

hard decisions he has

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