

Talent Equality And Meritocracy

Fredrik deBoer

Talent Equality and Meritocracy T. Husen, 1974-11-30

Talent Equality and Meritocracy T. Husen, 1974-11-30 Interdisciplinary research monograph on the role of genetics factors, cultural factors and educational opportunity availability in determining national intelligence quotient levels, with particular reference to the implications for educational policy in OECD countries - examines correlations between social class and ability, and covers social stratification and educational levels, etc. References and statistical tables.

The Aristocracy of Talent Adrian Wooldridge, 2021-07-13 The Times (UK) book of the year! Meritocracy: the idea that people should be advanced according to their talents rather than their birth. While this initially seemed like a novel concept, by the end of the twentieth century it had become the world's ruling ideology. How did this happen, and why is meritocracy now under attack from both right and left? In *The Aristocracy of Talent*, esteemed journalist and historian Adrian Wooldridge traces the history of meritocracy forged by the politicians and officials who introduced the revolutionary principle of open competition, the psychologists who devised methods for measuring natural mental abilities, and the educationalists who built ladders of educational opportunity. He looks outside western cultures and shows what transformative effects it has had everywhere it has been adopted, especially once women were brought into the meritocratic system. Wooldridge also shows how meritocracy has now become corrupted and argues that the recent stalling of social mobility is the result of failure to complete the meritocratic revolution. Rather than abandoning meritocracy, he says, we should call for its renewal.

The Meritocracy Trap Daniel Markovits, 2020-09-08 A revolutionary new argument from eminent Yale Law professor Daniel Markovits attacking the false promise of meritocracy It is an axiom of American life that advantage should be earned through ability and effort. Even as the country divides itself at every turn, the meritocratic ideal - that social and economic rewards should follow achievement rather than breeding - reigns supreme. Both Democrats and Republicans insistently repeat meritocratic notions. Meritocracy cuts to the heart of who we are. It sustains the American dream. But what if, both up and down the social ladder, meritocracy is a sham? Today, meritocracy has become exactly what it was conceived to resist: a mechanism for the concentration and dynastic transmission of wealth and privilege across generations. Upward mobility has become a fantasy, and the embattled middle classes are now more likely to sink into the working poor than to rise into the professional elite. At the same time, meritocracy now ensnares even those who manage to claw their way to the

top, requiring rich adults to work with crushing intensity, exploiting their expensive educations in order to extract a return. All this is not the result of deviations or retreats from meritocracy but rather stems directly from meritocracy's successes. This is the radical argument that Daniel Markovits prosecutes with rare force. Markovits is well placed to expose the sham of meritocracy. Having spent his life at elite universities, he knows from the inside the corrosive system we are trapped within. Markovits also knows that, if we understand that meritocratic inequality produces near-universal harm, we can cure it. When The Meritocracy Trap reveals the inner workings of the meritocratic machine, it also illuminates the first steps outward, towards a new world that might once again afford dignity and prosperity to the American people.

The Tyranny of Merit Michael J. Sandel, 2020-09-15 A Times Literary Supplement's Book of the Year 2020 A New Statesman's Best Book of 2020 A Bloomberg's Best Book of 2020 A Guardian Best Book About Ideas of 2020 The world-renowned philosopher and author of the bestselling Justice explores the central question of our time: What has become of the common good? These are dangerous times for democracy. We live in an age of winners and losers, where the odds are stacked in favor of the already fortunate. Stalled social mobility and entrenched inequality give the lie to the American credo that you can make it if you try. The consequence is a brew of anger and frustration that has fueled populist protest and extreme polarization, and led to deep distrust of both government and our fellow citizens--leaving us morally unprepared to face the profound challenges of our time. World-renowned philosopher Michael J. Sandel argues that to overcome the crises that are upending our world, we must rethink the attitudes toward success and failure that have accompanied globalization and rising inequality. Sandel shows the hubris a meritocracy generates among the winners and the harsh judgement it imposes on those left behind, and traces the dire consequences across a wide swath of American life. He offers an alternative way of thinking about success--more attentive to the role of luck in human affairs, more conducive to an ethic of humility and solidarity, and more affirming of the dignity of work. The Tyranny of Merit points us toward a hopeful vision of a new politics of the common good.

Against Meritocracy Jo Littler, 2017-08-16 Meritocracy today involves the idea that whatever your social position at birth, society ought to offer enough opportunity and mobility for 'talent' to combine with 'effort' in order to 'rise to the top'. This idea is one of the most prevalent social and cultural tropes of our time, as palpable in the speeches of politicians as in popular culture. In this book Jo Littler argues that meritocracy is the key cultural means of legitimation for contemporary neoliberal culture - and that whilst it promises opportunity, it in fact creates new forms of social division. Against Meritocracy is split into two parts. Part I explores the genealogies of meritocracy within social theory, political discourse and working cultures. It traces the dramatic U-turn in meritocracy's meaning, from socialist slur to a contemporary ideal of how a society should be organised. Part II uses a series of case studies to analyse the cultural pull of popular 'parables of progress', from reality TV to the super-rich and celebrity CEOs, from social media controversies to the rise of the 'mumpreneur'. Paying

special attention to the role of gender, 'race' and class, this book provides new conceptualisations of the meaning of meritocracy in contemporary culture and society.

The Cult of Smart Fredrik deBoer, 2020-08-04 Named one of Vulture's Top 10 Best Books of 2020! Leftist firebrand Fredrik deBoer exposes the lie at the heart of our educational system and demands top-to-bottom reform. Everyone agrees that education is the key to creating a more just and equal world, and that our schools are broken and failing. Proposed reforms variously target incompetent teachers, corrupt union practices, or outdated curricula, but no one acknowledges a scientifically-proven fact that we all understand intuitively: Academic potential varies between individuals, and cannot be dramatically improved. In *The Cult of Smart*, educator and outspoken leftist Fredrik deBoer exposes this omission as the central flaw of our entire society, which has created and perpetuated an unjust class structure based on intellectual ability. Since cognitive talent varies from person to person, our education system can never create equal opportunity for all. Instead, it teaches our children that hierarchy and competition are natural, and that human value should be based on intelligence. These ideas are counter to everything that the left believes, but until they acknowledge the existence of individual cognitive differences, progressives remain complicit in keeping the status quo in place. This passionate, voice-driven manifesto demands that we embrace a new goal for education: equality of outcomes. We must create a world that has a place for everyone, not just the academically talented. But we'll never achieve this dream until the Cult of Smart is destroyed.

Twilight of the Elites Christopher Hayes, 2012 Analyzes scandals in high-profile institutions, from Wall Street and the Catholic Church to corporate America and Major League Baseball, while evaluating how an elite American meritocracy rose throughout the past half-century before succumbing to unprecedented levels of corruption and failure. 75,000 first printing.

Success and Luck Robert H. Frank, 2017-09-26 From New York Times bestselling author and economics columnist Robert Frank, a compelling book that explains why the rich underestimate the importance of luck in their success, why that hurts everyone, and what we can do about it How important is luck in economic success? No question more reliably divides conservatives from liberals. As conservatives correctly observe, people who amass great fortunes are almost always talented and hardworking. But liberals are also correct to note that countless others have those same qualities yet never earn much. In recent years, social scientists have discovered that chance plays a much larger role in important life outcomes than most people imagine. In *Success and Luck*, bestselling author and New York Times economics columnist Robert Frank explores the surprising implications of those findings to show why the rich underestimate the importance of luck in success—and why that hurts everyone, even the wealthy. Frank describes how, in a world increasingly dominated by winner-take-all markets, chance opportunities and trivial initial advantages often translate into much larger ones—and enormous income differences—over time; how false beliefs about luck persist, despite compelling evidence against them; and how myths about personal success and luck shape individual and political choices in harmful ways. But, Frank argues, we could decrease the

inequality driven by sheer luck by adopting simple, unintrusive policies that would free up trillions of dollars each year—more than enough to fix our crumbling infrastructure, expand healthcare coverage, fight global warming, and reduce poverty, all without requiring painful sacrifices from anyone. If this sounds implausible, you'll be surprised to discover that the solution requires only a few, noncontroversial steps. Compellingly readable, *Success and Luck* shows how a more accurate understanding of the role of chance in life could lead to better, richer, and fairer economies and societies.

The Meritocracy Myth Stephen J. McNamee, 2009-08-16 The Meritocracy Myth challenges the widely held American belief in meritocracy—that people get out of the system what they put into it based on individual merit. Fully revised and updated throughout, the second edition includes compelling new case studies, such as the impact of social and cultural capital in the cases of George W. Bush and Barack Obama, and new material on current topics such as the impact of the financial and credit crisis, intergenerational mobility, and the impact of racism and sexism. The Meritocracy Myth examines talent, attitude, work ethic, and character as elements of merit and evaluates the effect of non-merit factors such as social status, race, heritage, and wealth on meritocracy. A compelling book on an often-overlooked topic, first edition was highly regarded and proved a useful examination of this classic American ideal.

Handbook of Equality of Opportunity Mitja Sardoč,

Meritocracy and Economic Inequality Kenneth Arrow, Samuel Bowles, Steven N. Durlauf, 2018-06-26 Most Americans strongly favor equality of opportunity if not outcome, but many are weary of poverty's seeming immunity to public policy. This helps to explain the recent attention paid to cultural and genetic explanations of persistent poverty, including claims that economic inequality is a function of intellectual ability, as well as more subtle depictions of the United States as a meritocracy where barriers to achievement are personal—either voluntary or inherited—rather than systemic. This volume of original essays by luminaries in the economic, social, and biological sciences, however, confirms mounting evidence that the connection between intelligence and inequality is surprisingly weak and demonstrates that targeted educational and economic reforms can reduce the income gap and improve the country's aggregate productivity and economic well-being. It also offers a novel agenda of equal access to valuable associations. Amartya Sen, John Roemer, Robert M. Hauser, Glenn Loury, Orley Ashenfelter, and others sift and analyze the latest arguments and quantitative findings on equality in order to explain how merit is and should be defined, how economic rewards are distributed, and how patterns of economic success persist across generations. Moving well beyond exploration, they draw specific conclusions that are bold yet empirically grounded, finding that schooling improves occupational success in ways unrelated to cognitive ability, that IQ is not a strong independent predictor of economic success, and that people's associations—their neighborhoods, working groups, and other social ties—significantly explain many of the poverty traps we observe. The optimistic message of this beautifully edited book is that important violations of equality of opportunity do exist but can be attenuated by policies that will serve the general

economy. Policy makers will read with interest concrete suggestions for crafting economically beneficial anti-discrimination measures, enhancing educational and associational opportunity, and centering economic reforms in community-based institutions. Here is an example of some of our most brilliant social thinkers using the most advanced techniques that their disciplines have to offer to tackle an issue of great social importance.

The Tyranny of the Meritocracy Lani Guinier, 2016-01-12 A fresh and bold argument for revamping our standards of “merit” and a clear blueprint for creating collaborative education models that strengthen our democracy rather than privileging individual elites Standing on the foundations of America’s promise of equal opportunity, our universities purport to serve as engines of social mobility and practitioners of democracy. But as acclaimed scholar and pioneering civil rights advocate Lani Guinier argues, the merit systems that dictate the admissions practices of these institutions are functioning to select and privilege elite individuals rather than create learning communities geared to advance democratic societies. Having studied and taught at schools such as Harvard University, Yale Law School, and the University of Pennsylvania Law School, Guinier has spent years examining the experiences of ethnic minorities and of women at the nation’s top institutions of higher education, and here she lays bare the practices that impede the stated missions of these schools. Goaded on by a contemporary culture that establishes value through ranking and sorting, universities assess applicants using the vocabulary of private, highly individualized merit. As a result of private merit standards and ever-increasing tuitions, our colleges and universities increasingly are failing in their mission to provide educational opportunity and to prepare students for productive and engaged citizenship. To reclaim higher education as a cornerstone of democracy, Guinier argues that institutions of higher learning must focus on admitting and educating a class of students who will be critical thinkers, active citizens, and publicly spirited leaders. Guinier presents a plan for considering “democratic merit,” a system that measures the success of higher education not by the personal qualities of the students who enter but by the work and service performed by the graduates who leave. Guinier goes on to offer vivid examples of communities that have developed effective learning strategies based not on an individual’s “merit” but on the collaborative strength of a group, learning and working together, supporting members, and evolving into powerful collectives. Examples are taken from across the country and include a wide range of approaches, each innovative and effective. Guinier argues for reformation, not only of the very premises of admissions practices but of the shape of higher education itself.

The Myth of Meritocracy James Bloodworth, 2016-05-19 The best jobs in Britain today are overwhelmingly done by the children of the wealthy. Meanwhile, it is increasingly difficult for bright but poor kids to transcend their circumstances. This state of affairs should not only worry the less well-off. It hurts the middle classes too, who are increasingly locked out of the top professions by those from affluent backgrounds. Hitherto, Labour and Conservative politicians alike have sought to deal with the problem by promoting the idea of 'equality of opportunity'. In politics, social mobility is the only game in town, and

old socialist arguments emphasising economic equality are about as fashionable today as mullets and shell suits. Yet genuine equality of opportunity is impossible alongside levels of inequality last seen during the 1930s. In a grossly unequal society, the privileges of the parents unfailingly become the privileges of the children. A vague commitment from our politicians to build a 'meritocracy' is not enough. Nor is it desirable: a perfectly stratified meritocracy, in which everyone knew their station based on 'merit', would be a deeply unpleasant place to live. Any genuine attempt to improve social mobility must start by reducing the gap between rich and poor. PROVOCATIONS is a groundbreaking new series of short polemics composed by some of the most intriguing voices in contemporary culture and edited by Yasmin Alibhai-Brown. Sharp, intelligent and controversial, Provocations provides insightful contributions to the most vital discussions in society today.

How Not to be a Hypocrite Adam Swift,2003 Can parents send their children to private schools and still live up to their ideals? Can you be a good citizen and a good parent? These difficult questions, and many more, are raised and answered in this insightful and thought-provoking book.

The Measure of Merit John Carson,2018-06-05 How have modern democracies squared their commitment to equality with their fear that disparities in talent and intelligence might be natural, persistent, and consequential? In this wide-ranging account of American and French understandings of merit, talent, and intelligence over the past two centuries, John Carson tells the fascinating story of how two nations wrestled scientifically with human inequalities and their social and political implications. Surveying a broad array of political tracts, philosophical treatises, scientific works, and journalistic writings, Carson chronicles the gradual embrace of the IQ version of intelligence in the United States, while in France, the birthplace of the modern intelligence test, expert judgment was consistently prized above such quantitative measures. He also reveals the crucial role that determinations of, and contests over, merit have played in both societies--they have helped to organize educational systems, justify racial hierarchies, classify army recruits, and direct individuals onto particular educational and career paths. A contribution to both the history of science and intellectual history, The Measure of Merit illuminates the shadow languages of inequality that have haunted the American and French republics since their inceptions.

Philosophy for Life and Other Dangerous Situations Jules Evans,2013-10-03 When philosophy rescued him from an emotional crisis, Jules Evans became fascinated by how ideas invented over two thousand years ago can help us today. He interviewed soldiers, psychologists, gangsters, astronauts, and anarchists and discovered the ways that people are using philosophy now to build better lives. Ancient philosophy has inspired modern communities — Socratic cafés, Stoic armies, Epicurean communes — and even whole nations in the quest for the good life. This book is an invitation to a dream school with a rowdy faculty that includes twelve of the greatest philosophers from the ancient world, sharing their lessons on happiness, resilience, and much more. Lively and inspiring, this is philosophy for the street, for the workplace, for the battlefield, for love, for life.

The Oxford Handbook of Talent Management David G. Collings, Kamel Mellahi, Wayne F. Cascio, 2017 The Oxford Handbook of Talent Management offers academic researchers, advanced postgraduate students, and reflective practitioners a state-of-the-art overview of the key themes, topics, and debates in talent management. The Handbook is designed with a multi-disciplinary perspective in mind and draws upon perspectives from, inter alia, human resource management, psychology, and strategy to chart the topography of the area of talent management and to establish the base of knowledge in the field. Furthermore, each chapter concludes by identifying key gaps in our understanding of the area of focus. The Handbook is ambitious in its scope, with 28 chapters structured around five sections. These include the context of talent management, talent and performance, talent teams and networks, managing talent flows, and contemporary issues in talent management. Each chapter is written by a leading international scholar in the area and thus the volume represents the authoritative reference for anyone working in the area of talent management.

Justice and the Meritocratic State Thomas Mulligan, 2017-12-12 Like American politics, the academic debate over justice is polarized, with almost all theories of justice falling within one of two traditions: egalitarianism and libertarianism. This book provides an alternative to the partisan standoff by focusing not on equality or liberty, but on the idea that we should give people the things that they deserve. Mulligan sets forth a theory of economic justice—meritocracy—which rests upon a desert principle and is distinctive from existing work in two ways. First, meritocracy is grounded in empirical research on how human beings think, intuitively, about justice. Research in social psychology and experimental economics reveals that people simply don't think that social goods should be distributed equally, nor do they dismiss the idea of social justice. Across ideological and cultural lines, people believe that rewards should reflect merit. Second, the book discusses hot-button political issues and makes concrete policy recommendations. These issues include anti-meritocratic bias against women and racial minorities and the United States' widening economic inequality. Justice and the Meritocratic State offers a new theory of justice and provides solutions to our most vexing social and economic problems. It will be of keen interest to philosophers, economists, and political theorists.

Understanding Inequalities Lucinda Platt, 2017-04-21 Bringing together the latest empirical evidence with a discussion of sociological debates surrounding inequality, this book explores a broad range of inequalities in people's lives. As well as treating the core sociological topics of class, ethnicity and gender, it examines how inequalities are experienced across a variety of settings, including education, health, geography and housing, income and wealth, and how they cumulate across the life course. Richly illustrated with graphs and figures showing the extent of inequalities and the differences between social groups, the book demonstrates how people's lives are structured by inequalities across multiple dimensions of their lives. Throughout, the text pays attention to how we know what we know about inequality: what is measured and how, what is left out of the picture, and what implications this has for our understanding of specific inequalities. Importantly, the book

also highlights the intersections between different sources or forms of inequality, and the ways that bringing an intersectional lens to bear on topics can highlight and challenge the assumptions about how they operate. Designed for second-year undergraduates and above, this book provides an engaging overview of social stratification and challenges readers to think about how inequalities are embedded across society.

Uncover the mysteries within Crafted by is enigmatic creation, Discover the Intrigue in **Talent Equality And Meritocracy** . This downloadable ebook, shrouded in suspense, is available in a PDF format (*). Dive into a world of uncertainty and anticipation. Download now to unravel the secrets hidden within the pages.

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