What is the Key to Success?
Rethinking talent and merit
ACHIEVEMENT = TALENT + HARD-WORK
ACHIEVEMENT = TALENT + HARD WORK
10,000 hours of practice
Will only hard-work get them there?

- “If you want to be happy, set a goal that commands your thoughts, liberates your energy, and inspires your hopes.”

- Andrew Carnegie
Inspiration
  ↓
Goal
  ↓
Hard-work & Talent
  ↓
Support
Privilege

- Support = motivation
- Subconscious support → privilege
- Unintentionally giving unfair advantage

Many forms of privilege are hidden.
ultimate frisbee
Expectations → Privilege

Sports

Engineer
Implicit Bias

- Bias in claimed "unbiased people"
- Result of socialization
- Recognition is key
• Brain is a muscle
• Stereotypes can overcome
Internal Factors

YOU
External Factors
EVEROWNCE
thanks.