What is the Key to Success? Rethinking talent and merit

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ACHIEVEMENT = TALENT + HARD-WORK
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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.
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
EVERYONE
thanks.