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The Talent Delusion: Why Data, Not Intuition, is the Key to Unlocking Human Potential

Tomas Chamorro-Premuzic

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All organisations have problems, and they nearly always concern people: how to manage them; whom to hire, fire or promote; and how to motivate, develop and retain high performers. Psychology, the main science for understanding people, should be a pivotal tool for solving these problems - yet most companies play it by ear, and billions of dollars are wasted on futile interventions to attract and retain the right people for key roles. Bridging the gap between the psychological science of talent and common real-world talent practices, The Talent Delusion aims to educate HR and talent practitioners and leaders on critical talent issues. It will help readers understand the current problems pertaining employee selection, development and engagement; how to define and evaluate talent; how to detect and inhibit toxic employee behaviours; and how to motivate employees to perform to their best.

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