



# The Rare Find: How Great Talent Stands Out

*George Anders*

Download now

Read Online ➔

[Click here](#) if your download doesn't start automatically

# The Rare Find: How Great Talent Stands Out

*George Anders*

**The Rare Find: How Great Talent Stands Out** George Anders

**One of the nation's biggest music labels briefly signed Taylor Swift to a contract but let her go because she didn't seem worth more than \$15,000 a year. At least four book publishers passed on the first Harry Potter novel rather than pay J. K. Rowling a \$5,000 advance. And the same pattern happens in nearly every business.**

Anyone who recruits talent faces the same basic challenge, whether we work for a big company, a new start-up, a Hollywood studio, a hospital, or the Green Berets. We all wonder how to tell the really outstanding prospects from the ones who look great on paper but then fail on the job. Or, equally important, how to spot the ones who don't look so good on paper but might still deliver extraordinary performance.

Over the past few decades, technology has made recruiting in all fields vastly more sophisticated. Gut instincts have yielded to benchmarks. If we want elaborate dossiers on candidates, we can gather facts (and video) by the gigabyte. And yet the results are just as spotty as they were in the age of the rotary phone.

George Anders sought out the world's savviest talent judges to see what they do differently from the rest of us. He reveals how the U.S. Army finds soldiers with the character to be in Special Forces without asking them to fire a single bullet. He takes us to an elite basketball tournament in South Carolina, where the best scouts watch the game in a radically different way from the casual fan. He talks to researchers who are reinventing the process of hiring Fortune 500 CEOs.

Drawing on the best advice of these and other talent masters, Anders reveals powerful ideas you can apply to your own hiring. For instance:

- **Don't ignore "the jagged résumé"**-people whose background appears to teeter on the edge between success and failure. Such people can do spectacular work in the right settings, where their strengths dramatically outweigh their flaws.
- **Look extra hard for "talent that whispers"**- the obscure, out-of-the- way candidates who most scouting systems overlook.
- **Be careful with "talent that shouts"**-the spectacular but brash candidates who might have trouble with loyalty, motivation, and team spirit.

**Each field that Anders explores has its own lingo, customs, and history. But the specific stories fit together into a bigger mosaic. In any field, there's an art to clearing away the clutter and focusing on what matters most. It's not necessarily hard, but it requires the courage to take a different approach in pursuit of the rare find.**

 [Download The Rare Find: How Great Talent Stands Out ...pdf](#)

 [Read Online The Rare Find: How Great Talent Stands Out ...pdf](#)



**Download and Read Free Online The Rare Find: How Great Talent Stands Out George Anders**

---

## **Download and Read Free Online The Rare Find: How Great Talent Stands Out George Anders**

---

### **From reader reviews:**

#### **Terry Hayes:**

Why don't make it to be your habit? Right now, try to ready your time to do the important work, like looking for your favorite e-book and reading a guide. Beside you can solve your trouble; you can add your knowledge by the publication entitled The Rare Find: How Great Talent Stands Out. Try to the actual book The Rare Find: How Great Talent Stands Out as your friend. It means that it can being your friend when you experience alone and beside associated with course make you smarter than in the past. Yeah, it is very fortunated for yourself. The book makes you a lot more confidence because you can know every thing by the book. So , let me make new experience as well as knowledge with this book.

#### **Helen Henson:**

What do you ponder on book? It is just for students as they are still students or the idea for all people in the world, what best subject for that? Merely you can be answered for that issue above. Every person has different personality and hobby per other. Don't to be pushed someone or something that they don't need do that. You must know how great as well as important the book The Rare Find: How Great Talent Stands Out. All type of book could you see on many methods. You can look for the internet solutions or other social media.

#### **Molly Cooper:**

Now a day people who Living in the era wherever everything reachable by talk with the internet and the resources inside can be true or not need people to be aware of each data they get. How many people to be smart in receiving any information nowadays? Of course the answer is reading a book. Reading a book can help men and women out of this uncertainty Information particularly this The Rare Find: How Great Talent Stands Out book as this book offers you rich facts and knowledge. Of course the information in this book hundred per cent guarantees there is no doubt in it everbody knows.

#### **Sonia Cramer:**

You will get this The Rare Find: How Great Talent Stands Out by browse the bookstore or Mall. Just simply viewing or reviewing it could possibly to be your solve difficulty if you get difficulties for the knowledge. Kinds of this guide are various. Not only through written or printed but also can you enjoy this book simply by e-book. In the modern era such as now, you just looking by your local mobile phone and searching what their problem. Right now, choose your personal ways to get more information about your reserve. It is most important to arrange yourself to make your knowledge are still up-date. Let's try to choose proper ways for you.

**Download and Read Online The Rare Find: How Great Talent  
Stands Out George Anders #NBU96Y7ZSEJ**

## **Read The Rare Find: How Great Talent Stands Out by George Anders for online ebook**

The Rare Find: How Great Talent Stands Out by George Anders Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read The Rare Find: How Great Talent Stands Out by George Anders books to read online.

### **Online The Rare Find: How Great Talent Stands Out by George Anders ebook PDF download**

**The Rare Find: How Great Talent Stands Out by George Anders Doc**

**The Rare Find: How Great Talent Stands Out by George Anders Mobipocket**

**The Rare Find: How Great Talent Stands Out by George Anders EPub**

**The Rare Find: How Great Talent Stands Out by George Anders Ebook online**

**The Rare Find: How Great Talent Stands Out by George Anders Ebook PDF**