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and career change to offer wisdom gained from experience. What you need is a career coach. Better yet, several. Expert career coaches contributing to this volume include Lakeisha Mathews, Dan Schwartz, Sheila Margolis, Alisa Cohn, Michelle Riklan, Marie Zimenoff, Laura Labovich, Lynne

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puzzles like these in their notoriously grueling job interviews. Now "puzzle interviews" have become a hot new trend in hiring. From Wall Street to Silicon Valley, employers are using tough and tricky questions to gauge job candidates' intelligence, imagination, and

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mandated IQ tests, the peculiar obsessions of Bill Gates (who plays jigsaw puzzles as a competitive sport), the sadistic mind games of Wall Street (which reportedly led one job seeker to smash a forty-third-story window), and the bizarre excesses of today's hiring managers (who may start off your interview

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will discover how to tackle even the most brain-busting questions, and gain the advantage that could win the job of a lifetime. And anyone who has ever dreamed of going up against the best minds in business may discover that these puzzles are simply a lot of fun. Why are beer cans tapered on the

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Collins, Justin Menkes set out to isolate the qualities that make for the 'right' people. Drawing on his background in psychology and bolstered by interviews with accomplished CEOs, Menkes paints the portrait of the ideal executive. In a sense, Menkes's work reveals an executive IQ—the

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cognitive skills  
necessary in order to  
excel in senior  
management positions.

Star leaders readily  
differentiate primary  
priorities from  
secondary concerns;  
they identify flawed  
assumptions; they  
anticipate the different  
needs of various  
stakeholders and how  
they might conflict with

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one another; and they recognise the underlying agendas of individuals in complex exchanges. Weaving together research, interviews and the results of his own proprietary testing, Menkes exposes one of the great fallacies of corporate life, that hiring and promotion are conducted on a

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systematic or scientific basis that allows the most accomplished to rise to their levels of optimal responsibility. Finally, Menkes is a passionate advocate for finding and employing the most talented people, especially those who may have been held back by external assumptions.

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2014 revision:  
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of tests for  
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accountability  
purposes. A new  
chapter on  
fairness in testing  
has been added to  
emphasize  
accessibility and  
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distribution of work  
performance, and the  
problems of selecting  
new employees using  
research based on  
incumbent  
employees Questions  
established beliefs in  
the field, especially  
issues that have  
been characterized  
as "not a problem,"  
such as differential*

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helpful pedagogical  
tools (technical and  
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*Over the last few  
decades, economists*



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many ways in which  
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a person's IQ  
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matters. But,  
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research suggests  
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that a nation's IQ  
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matters so much  
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more. As Garrett Jones  
argues in *Hive Mind*,  
modest differences in  
national IQ can  
explain most cross-

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*country inequalities.*

*Whereas IQ scores do*

*a moderately good*

*job of predicting*

*individual wages,*

*information*

*processing power,*

*and brain size, a*

*country's average*

*score is a much*

*stronger bellwether*

*of its overall*

*prosperity. Drawing*

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array of research  
from psychology,  
economics,  
management, and  
political science,  
Jones argues that  
intelligence and  
cognitive skill are  
significantly more  
important on a  
national level than on  
an individual one  
because they have  
"positive spillovers."

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*On average, people who do better on standardized tests are more patient, more cooperative, and have better memories. As a result, these qualities—and others necessary to take on the complexity of a modern economy—become more prevalent in a*

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*society as national  
test scores rise.*

*What's more, when  
we are surrounded by  
slightly more patient,  
informed, and  
cooperative  
neighbors we take on  
these qualities a bit  
more ourselves. In  
other words, the  
worker bees in every  
nation create a "hive  
mind" with a power*

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*all its own. Once the  
hive is established,  
each individual has  
only a tiny impact on  
his or her own life.  
Jones makes the case  
that, through better  
nutrition and  
schooling, we can  
raise IQ, thereby  
fostering higher  
savings rates, more  
productive teams,  
and more effective*

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*bureaucracies. After demonstrating how test scores that matter little for individuals can mean a world of difference for nations, the book leaves readers with policy-oriented conclusions and hopeful speculation: Whether we lift up the bottom through changing the nature*

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*of work, institutional  
improvements, or  
freer immigration, it  
is possible that this  
period of massive  
global inequality will  
be a short season by  
the standards of  
human history if we  
raise our global IQ.*

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*parsimonious model  
of political attitudes,  
along with a novel  
method of calculating  
and operationalizing  
what attitudinal  
hypocrisy is, the book  
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reading and  
math. Real*

*Education  
reviews what we  
know about the*

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*limits of what  
schools can do  
and the results  
of four decades  
of policies that  
require schools  
to divert huge  
resources to  
unattainable  
goals. Too many  
people are going  
to college.*

*Almost everyone  
should get*

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*training beyond  
high school, but  
the number of  
students who  
want, need, or  
can profit from  
four years of  
residential  
education at the  
college level is  
a fraction of  
the number of  
young people who  
are struggling*

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to get a degree.  
We have set up a  
standard known  
as the BA, Exam  
stripped it of  
Review For The  
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its traditional  
Scholastic Level  
content, and  
Exam Mometry  
made it an  
Secrets Study  
artificial job  
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Then we  
stigmatize  
everyone who  
doesn't get one.

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*For most of  
America's young  
people, today's  
college system  
is a punishing  
anachronism.*

*America's future  
depends on how  
we educate the  
academically  
gifted. An elite  
already runs the  
country, whether  
we like it or*

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*not. Since  
everything we  
watch, hear, and  
read is produced  
by that elite,  
and since every  
business and  
government  
department is  
run by that  
elite, it is  
time to start  
thinking about  
the kind of*

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education needed  
by the young  
people who will  
run the country.  
The task is not  
to give them  
more advanced  
technical  
training, but to  
give them an  
education that  
will make them  
into wiser  
adults; not to



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*pamper them, but  
to hold their  
feet to the  
fire. The good  
news is that  
change is not  
only possible  
but already  
happening. Real  
Education*

*describes the  
technological  
and economic  
trends that are*

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*creating options  
for parents who  
want the right  
education for  
their children,  
teachers who  
want to be free  
to teach again,  
and young people  
who want to find  
something they  
love doing and  
learn how to do  
it well. These*

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are the people  
for whom Real  
Education was  
written. It is  
they, not the  
politicians or  
the educational  
establishment,  
who will bring  
American schools  
back to reality.

Twenty-four  
years ago,

Charles Murray's

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*Losing Ground  
changed the way  
the nation  
thought about  
welfare. Real  
Education is  
about to do the  
same thing for  
America's  
schools.*

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exam experts,  
who*

*painstakingly  
researched every  
topic and  
concept that you  
need to know to  
ace your test.*

*Our original  
research reveals  
specific  
weaknesses that  
you can exploit*

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Your Greatest  
Enemy, Guessing  
is Not

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Keys to Using  
Punctuation,

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Flow, Serial  
Mistakes, and  
much more...*

*The cultural-  
test-bias*

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*hypothesis is  
one of the most  
important scien  
tific questions  
facing  
psychology  
today. Briefly,  
the cultural-  
test-bias  
hypothesis  
contends that  
all observed  
group  
differences in*

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mental test  
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scores are due  
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to a built-in  
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cultural bias of  
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the tests  
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themselves; that  
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is, group score  
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differences are  
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an artifact of  
psychomet ric  
methodology. If  
the cultural-  
test-bias

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*hypothesis is ultimately shown to be correct,*

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*then the 100 years or so of psychological research on human*

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*differences (or differential psychology, the scientific discipline underlying all*

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applied areas of  
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including  
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clinical,  
counseling,  
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school, and  
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industrial  
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psychology) must  
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be reexamined  
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and perhaps  
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dismissed as  
confounded,  
contaminated,  
or otherwise

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*artifactual. In  
order to  
continue its  
existence as a  
scientific  
discipline,  
psychology must  
confront the cul-  
tural-test-bias  
hypothesis from  
the solid  
foundations of  
data and theory  
and must not*



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*allow the  
resolution of  
this issue to  
occur solely  
within (and to  
be determined  
by) the  
political  
Zeitgeist of the  
times or any  
singular work,  
no matter how  
comprehensive.  
In his recent*

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volume *Bias in  
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provided a  
thorough review  
of most of the  
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relevant to the  
evaluation of  
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and educational tests that was available at the time that his book was prepared.

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you can exploit  
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your exam score  
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