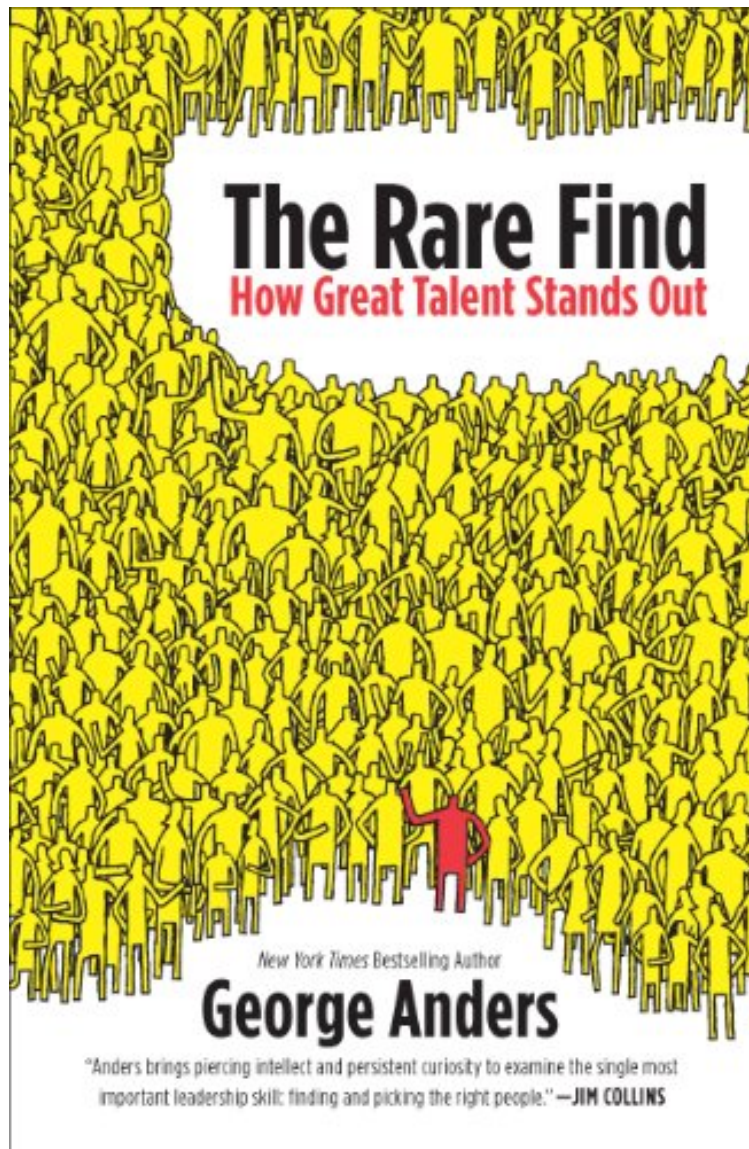


## The Rare Find: How Great Talent Stands Out

*George Anders*

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**George Anders : The Rare Find: How Great Talent Stands Out** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Rare Find: How Great Talent Stands Out:

4 of 4 people found the following review helpful. A Person's Core Character Central to Sniff out Talented New Hires By Serge J. Van Steenkiste George Anders sets himself the goal to show his audience how to discover what he calls the "Rare Find" before somebody else discovers him/her. For this purpose, Mr. Anders comes up with a process that is articulated around three premises: 1. Widen one's view of talent; 2. Find inspirations that are hidden in plain sight; and 3. Simplify one's search for talent. The candidate's core character is central to this quest. The nine character

traits that matter the most to the U.S. Federal Bureau of Investigation (FBI) when choosing new agents are a good template to be used in this quest. These nine character traits are initiative, perseverance, compatibility, discipline, trainability, judgment, loyalty, leadership, and maturity. Mr. Anders often touches on these personality traits when he examines how the best talent recruiters from the public and private sectors proceed to find these rare "birds" that make all the difference between success and failure. Mr. Anders relates the experience of recruiters from the Green Berets, the music industry, new start-ups, multinationals, or hospitals, to name a few sectors of activity. In summary, Mr. Anders gives some useful tips to his readers to broaden their horizon while being systematic in their search for the "Rare Find" that is too often hidden in plain sight.

3 of 4 people found the following review helpful. Stories on Finding Talent. Practical Inspiring. By Jon Mertz Finding the right talent for any position in any organization is a challenge. Finding and keeping the right people are two of the vital strategic difference makers for any organization. The Rare Find tells stories about people and organizations and how they come together to find the right characters to help develop and further the plot. After all, everyone has a story to their career, so what better way to explore insights into hiring the right people than to use stories? This is exactly what The Rare Find does in a well-written way. The Rare Find is not a conventional book that outlines a specific number of steps on how to find great talent. Instead, it weaves together stories that highlight ideas and real approaches. It is very practical for organizations while being inspirational for talented people looking for the right opportunities. The Rare Find serves both audiences very well. It takes extra effort to really understand what a person may bring in terms of talent to an organization. Some approaches that come through in the stories are:

- Read resumes from the bottom up to gain insights into a person's story and character traits.
- Explore those elements that may show resiliency or determination.
- Study yourself and determine why you have been successful. Look for similar traits in others.
- Examine the capacity of a person to learn and grow.

In many ways, The Rare Find is an unconventional read. The book adheres to its own advice of being a little different in exploring how to find and hire the right people.

1 of 1 people found the following review helpful. Great Resource By Chance Kelch This is one of my favorite books, I recommend it to peers constantly.

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 reacute;sumeacute;"-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.