



When I was 27 years old, I took on a very demanding job in management consulting for a job that was even more demanding: teaching. I went to teach 7th graders math in the New York City public schools.

And like any teacher, I made quizzes and tests. I
out homework assignments. When the work came back, I calculated
grades.

What struck me was that IQ was not the only
between my best and my worst