OPPORTUNITY #17

WHAT IF WE KNEW OUR TALENTS AND HOW BEST WE CAN WORK WITH OTHERS?

TALENT MEETS OPPORTUNITY

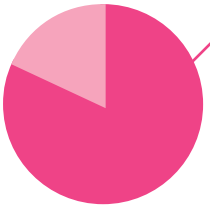
Network-based brain–computer interfaces and neuroscience innovations enable individual and collective improvement in productivity and cooperation

WHY IT MATTERS TODAY

Finding the right talent is one of the most challenging managerial tasks as 82% of companies do not believe they recruit highly talented people.[166] Emerging from the COVID-19 pandemic, talent acquisition is expected to be even more challenging.[167]

Those with greater talent are not always the most successful.[168] Luck – in practice a combination of external forces that are out of our control – may account for just over half of career success, with the rest depending on effort and talent, including intelligence, natural interests and other traits.[169]

More than half of the variability in income of the world population is based on factors over which people have little or no control, such as their country of residence and income distribution within that country.[170]



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For example, studying 1.2 million inventors in the United States between 1996 and 2014, children born to parents in the top 1% of the income distribution are 10 times as likely to become inventors as those born to families with below-median income. White people are more than three times as likely to become inventors as are black people and 82% of 40-year-old inventors in 2019 were men.[171] Despite marginal improvement globally, on the current trajectory it will still take 136 years to close the global gender gap in terms of economic participation and opportunity, educational attainment, health and survival and political empowerment.[172] Despite achieving significant progress, the Middle East and North Africa (MENA) remains the area with the largest gender gap, at 61%.[173] Unfulfilled potential worldwide is reflected by the fact that the richest 1% have been calculated to have twice as much wealth as 6.9 billion other people.[174] In the Middle East, the top 1% of income earners owned 23% of total income in 2019, almost twice as much as the share earned by the bottom 50%.[175]

THE OPPORTUNITY TOMORROW

Identifying talented people and helping them gain equal access to environments rich in opportunities results in greater collective innovation and productivity. Research has indicated that intelligence is one of the most heritable of behavioural traits.[176] 'Grit', defined as perseverance and passion for long-term goals, has been shown to be a significant predictor of academic success. Variance in levels of 'grit' has been shown to depend on around one-third on heredity and two-thirds on environmental factors.[177]

The application of neuroscience and psychology, along with advances in artificial intelligence (AI) and network-based brain–computer interfaces, can help us predict and optimise productivity at individual and collective levels, enabling people to reach their full potential and societies to produce the best results possible.

Mapping the brain down to the neuron level can detect brain activity associated with high-level thought processes and help us understand what kinds of task are best suited for each person's brain. This allows people to be their most confident selves as they discover their innate talents. AI also allows for data analysis that can reveal how individuals work and how they work with others. Feedback in real time could boost collective activity, supporting people in accomplishing common objectives and undertaking problem-solving endeavours even faster.

BENEFITS

Individuals would benefit from improved morale and productivity, finding ways to solve problems and address societal challenges that bring both monetary and non-monetary benefits.

RISKS

Risks include inflicting psychological harm on others through network-based brain–computer interfaces along with intentional or unintentional forms of psychological control that threaten human autonomy and sense of agency.