

Study: If Your Team Has Too Many Superstars, Performance Will Suffer

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Entrepreneur:

When hiring employees, conventional wisdom dictates that one should always try and select the superstars, those men and women who excel at their job so thoroughly they put the average human to shame. After all, the assumption that a corporate team packed with ten peak performers will outperform a unit that consists of five excellent achievers and five merely good ones seems like a safe bet.

But while top-tier talent is clearly a must-have for any business, a recent study published in *Psychological Science* adds a shade of nuance to the talent equation by suggesting that when it comes to team performance, there may be a talent-saturation point.

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