

# The Surprising Problem of Too Much Talent

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## *Scientific American:*

Whether you're the owner of the Dallas Cowboys or captain of the playground dodge ball team, the goal in picking players is the same: Get the top talent. Hearts have been broken, allegiances tested, and budgets busted as teams contend for the best athletes. The motivation for recruiting peak performers is obvious — exceptional players are the key to team success — and this belief is shared not only by coaches and sports fans, but also by corporations, investors, and even whole industries. Everyone wants a team of stars.

While there is no denying that exceptional players like Emmitt Smith can put points on the board and enhance team success, new research by Roderick Swaab and colleagues suggests there is a limit to the benefit top talents bring to a team. Swaab and colleagues compared the amount of individual talent on teams with the teams' success, and they find striking examples of more talent hurting the team.

Read the whole story: [\*Scientific American\*](#)