

Descargar Libro En Línea PDF Epub Mobi Español Se Acabó El Promedio - Todd Rose



Descargar libro en línea PDF epub mobi Español Se acabó el promedio Todd Rose , Combinando la ciencia y la historia con sus propias experiencias, Rose trae a la vida la historia sin narrar de cómo llegamos a aceptar la idea científicamente equivocada de que se pueden usar los promedios para entender a las personas, y ofrece una poderosa alternativa: los tres principios de individualidad.

¿Estás por encima del promedio? ¿Es tu hijo un estudiante de primer nivel? ¿Es tu empleado una persona introvertida o extrovertida? Todos los días se nos mide con la vara de los promedios; se nos juzga por lo cercanos o lejanos que estamos a ella.

La suposición de que una medida que nos compara con el promedio, como los escalones en el desarrollo, las pruebas de personalidad, los resultados estandarizados de exámenes y las evaluaciones de desempeño, revela algo significativo en cuanto a nuestro potencial se encuentra tan grabado en nuestra conciencia, que pocas veces lo cuestionamos. Todd

Rose nos dice que esa suposición es espectacular y científicamente, errónea.

En este libro, Rose demuestra que nadie es promedio. Pero aunque sabemos que los seres humanos aprendemos y nos desarrollamos de maneras distintas, estos patrones exclusivos de conducta se pierden en nuestras escuelas y empresas, que han sido diseñadas alrededor de esa mítica «persona promedio». Durante más de un siglo, este modelo ha pasado por alto nuestra individualidad y ha sido incapaz de reconocer el talento. Ha llegado la hora de cambiar esa situación. Combinando la ciencia y la historia con sus propias experiencias, Rose trae a la vida la historia sin narrar de cómo llegamos a aceptar la idea científicamente equivocada de que se pueden usar los promedios para entender a las personas, y ofrece una poderosa alternativa: los tres principios de individualidad.

El principio de la irregularidad (el talento nunca es unidimensional), el principio del contexto (los rasgos son un mito) y el principio de las sendas (todos andamos por el camino menos recorrido) nos ayudan a comprender nuestra verdadera exclusividad, y la de los demás, y cómo aprovechar al máximo nuestra individualidad para tener una ventaja en la vida.

Are you above average? Is your child an A (or a C) student? Is your employee an introvert or an extrovert? Every day we are measured against the yardstick of averages, judged according to how closely we resemble it or how far we deviate from it. The assumption that metrics comparing us to an average—like development milestones, GPAs, personality assessments, standardized test results, and performance review ratings—reveal something meaningful about our potential is so ingrained in our consciousness that we rarely question it. That assumption, says Harvard's Todd Rose, is spectacularly—and scientifically—wrong.

In *The End of Average*, Rose shows that no one is average. Not you. Not your kids. Not your employees or students. This isn't hollow sloganeering— it's a mathematical fact with enormous

practical consequences. But while we know people learn and develop in distinctive ways, these unique patterns of behaviors are lost in our schools and businesses, which have been designed around the mythical “average person.” For more than a century, this average-size-fits-all model has ignored our individuality and failed at recognizing talent.

It’s time to change that.

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