

# Analysis paper on outliers



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Malcolm Caldwell Abstract: Caldwell, M. (2008). *Outliers: The story of success*. New York, NY: Little, Brown and Company. *Outliers* is a well written, fun, and easy to read book overall about success, and how particular factors can lead to one being successful. It details the success stories of many individuals such as The Beatles, Bill Gates, and Canadian Ice hockey players to name a few. The non-fiction book does an awesome job at detailing some of the author's personal story as well. Multiple factors are identified that contribute to success.

It points out the importance of realizing one's own potential to be successful. In addition, the "10,000 hour-rule" is presented in the book that insists in order to be successful one can practice a particular task for 10,000 hours in order to be successful at mastering the task. The best-selling book presents simple ideas and suggestions in relation to success, and makes it a relatable piece due to the use of interviews, and the author telling his own story of meeting success in life. Introduction: The non-fiction book works as sort of a creative autobiography for Maxwell.

It has an introduction, part 1: opportunity, part 2: legacy, and an epilogue. *Outliers* examine the lives of extremely successful people, and the factors that got them there. The individuals discussed and/or interviewed are wildly successful (outliers) outside of the human norm of successful standards. In the examination of the wildly successful individuals' lives Caldwell states how family, friendship, and culture play a part in one's success. Caldwell causes the reader to pose the following question: if successful people actually deserve the praise some give them since they had particular factors that ensured their success?

Caldwell presents the idea of the “ accumulative advantage”. The idea is supported by his example given in relation to the elite Canadian hockey players that are born in January, February, or March. In addition, Caldwell introduces the “ 10, 000-Hour Rule”, that in short states that greatness takes a substantial amount of time to achieve. Bill Gates was cited as an example to support the theory due to the amount of time he spent as a child programming on his first computer (in which most children during the timeshare did not have personal computer access), mastering his skills/talents to come the huge success he is today.

The importance of education and time spent in tongue provoking/lulling environments are stated In outliers, as well . Caldwell insist that the better environment, how one is raised, and the help they get will make a huge difference on them being successful or not. (Even a genius can fall short of his full potential without the proper assistance, the book suggests. ) A concluding statement of Caldwell is that success is based off of a number of factors, basically advantages and inheritances.

Outliers can be related and compared to some of the concepts and principles issued in Dubbing’s text Leadership: Research Findings, Practice, and Skills. Dubbing’s text is full of theories, concepts, and principles that can be applied by the reader to aide in one being an effective/efficient leader, which in turn would make one successful in one career field. The right factors coming into play in relation to some of Caldwell ideas, paired with the correct understanding and application of the textbook will result in possibly a wildly successful leader/individual. Discussion: Product of One’s Environment (Caldwell) vs..

Development through Self-Awareness ND Self-Discipline (Dublin) Christopher Lang was a genius discussed in Outliers that did not reach his full potential in life, in managing to be wildly successful. He had an IQ higher than Einstein of 195, but the only success he met was by owning a horse farm. Caldwell suggest a reason for Lawman's lack of success was because of the environment he was raised in. Lang lacked the push/influence from others to reach an above average level of success. He had the God given gifts to be wildly successful, but lacked the proper environment to aide in him reaching his full potential.

Caldwell suggest that one's success can be capped due to the environment they are raised in despite their natural talent or abilities that are above average. Not being in a success nurturing environment with the right people mentoring, and aiding in an increased possibility could make a huge difference in an extremely talented/gifted individual life. In relation to Dubbing's text one can argue that Lang simply lacked self-awareness and self-discipline. According to the text, " Business ethicist Joseph L. Obduracy Jar. Points out that leaders should learn more about themselves if they want to succeed" (Dublin, 2013).

Lang should have had a certain amount of self-awareness and self-discipline to achieve a higher level of success. One with a large amount of self-discipline will work tirelessly to achieve a particular goal. If Lang held a healthy belief in personal growth he could have pushed himself to succeed beyond his normal environment by actively developing himself. He definitely was smart enough, Lang did not have to accept meritocracy. Drain supports the point that one can actively make that choice to achieve success beyond

their normal environment by pushing themselves through self-development tactics.

Caldwell and Drain have contrasting view points on the importance of one own ability to push one's self beyond average levels of success. If a particular amount of self-awareness and self-discipline is present one can push themselves to be more successful in life in general or as a leader. Caldwell chose to just acknowledge one's environment in affecting tenet tidally to succeed when in all reality it is so much more. (No conflicting research or findings were presented to disprove Gladden's concepts. ) Knowledge is power/educational rich environments is linked to success (Caldwell) vs..

Development through Education (Drain Caldwell made a valid argument in relation to the importance of education in relation to success. The fact that a child spends more time in an educational rich environment strengthens their chances in being successful. They do not have the idle time that other children may have not to reach their full intellectual potential. For example, the Knowledge is Power Program (SKIP) helps students from inner cities achieve higher test scores and educational development by allowing them to have more hours spent in school, and personal attention.

The extra time and attention the students received enabled them to perform better than other students that did not have the additional attention/time. Caldwell proposes if children are in the correct environment that promotes learning, and challenges the young mind the child is more likely to be successful than others. Drain places emphasis on the importance of

education and the proper application of the knowledge to lend to being a successful leader. The text states, " Furthermore, there is a positive relationship between the amount of formal education and the level of leadership position attained" (Dublin, 2013).

The higher ones education the more keel they are to hold a leadership position. The more intelligent and well informed a leader is the more likely they are to be innovative within their approach to leading. The more intellectual one is the higher the likelihood they have to move through the ranks and achieve greatness through persuasion and creative problem solving skills, which meaner they will reach a particular level of high success within their chosen field. Drain and Caldwell both bring up similar points on the importance of education and time spent.

Both hold similar values on their findings of how education can influence one's ability to be successful. The more time spent and higher ones education the higher probability to be successful according to both authors. Education is important to work towards in order to be successful in today's society. Without education it is more difficult to achieve particular levels of success. The " 10, 000 Hour-Rule" can be linked to the importance of education as well. One must study and take the time to practice/apply what they learn in order to fully master the studied concept.

Racial Inheritance/Web of Advantages (Caldwell) vs.. Cultural Factors Influencing Leadership Practice (Dublin) Caldwell details his personal story of being successful (an outlier) within the book by revealing his African slave descent. He is a mixed male (that could almost pass as a " went" man), Nils

meal nature gave enamels Ana Nils preceding Tameily memoirs ten ability to advance at an easier rate than full Africans, due to the family lighter skin complexions. The lighter skin complexion leant better opportunities for the generations of the family, and overall an easier life. The mixed slaves were often able to work in the house, were treated less harsh, and afforded more opportunities u to their skin color/mixed nature. ) The “ luck” of being born into a lighter skinned/ mixed family ultimately contributed to Gladden’s success due to a web of advantages and inheritances granted from generation to generation. Caldwell holds a belief that he is successful due to inheritance and a web of advantages, basically the luck of being into a better family that was granted more opportunities than the average African.

Diversity in most work places is encouraged present day due to the changing demographic of the world. According to the text, “ A multicultural leader is a leader tit the skills and attitude to relate effectively to and motivate people across race, gender, age, social attitudes, and lifestyles. To influence, motivate, and inspire culturally diverse people, the leader must be aware of overt and subtle cultural differences” (Dublin, 2013). The key dimensions of cultural values differences and influence of cultural values on leadership style and workers today are evident.

One’s cultural values can impact ones behaviors and beliefs. The text states, “ Management and leadership processes may vary from culture to culture, but, being value based, hose process show strong continuity in each society’ (Dublin, 2013). With one being from a different culture they must have a particular level of cultural sensitivity and intelligence. Diverse work groups

are of the norm so one has to be aware of different cultures and the importance to respect it in efforts in being a successful multicultural worker.

The world is becoming more observant to the different races and cultural differences that exist, and slow progression is being made to more promotion of equality of all. Caldwell is basically stating because of his lighter skin complexion/mixed background it made it easier for him and his family members to be successful. The observation does hold truth; it plays a factor in some of the opportunities he, and his family was afforded due to his race. Current day it is necessary for one to be culturally competent and inclusive.

One should not put a different culture (the minority) as an outcast, subsequently hindering their potential success. More cultural diversity is necessary, and should be valued amongst us all. There is definitely racial and cultural divides that exist, but the text suggest ways for one to work through some of that vivid and be sensitive to differing cultures within the work place. "10,000 Hour-Rule" (Caldwell) vs.. Creative Thinking (Dublin) The "10,000 Hour-Rule" suggest that greatness requires an extreme amount of time to reach.

The basic suggestion of the rule is if one were to practice a certain task for up to 10,000 hours they will reach a point of mastering that task, and in turn be successful. A Bill Gates example is given to support the rule. Bill Gates received a computer as a Christmas gift and his interest in programming on it eventually caused him to reach a master level of programming, in which led to his success. Without Bill Gates reaching the



10, 000 hours of time committed it is possible that he would not be worth 50 billion dollars as he is today.

In addition, without Bill Gates having access to a computer which was rare for a child during that time he could have possibly not reached the point of being considered an outlier. Creative thinking, creative processes, and creative problem solving can lead to one being successful and innovative as a leader. The text states, “ Creative leaders, like creative workers of all types, are different in many ways from their less creative underpants. They are devoted to their fields and enjoy intellectual stimulation, and they challenge the status quo, which leads them to seek improvements” (Dublin, 2013).

Bill Gates fits well into the mold of a creative leader. He has the ability to think outside of the box, properly apply creative processes, and overcome traditional thinking. A creative leader has the potential to be truly great, and be an innovate leader to create change and transformation of a sometimes mundane business world. Based off the principles and concepts in relation to creativity in the text one can infirm that it was not the “ 10, 000 Hour-Rule” that leant to Bill Gates wild success, it could have been his pure talent and creative mind that caused him to reach the point of success he is at.

His passion for programming, personality, knowledge, and cognitive abilities aided in his success, not necessarily practicing the task for 10, 000 hours. Just because I practice playing the guitar for 10, 000 hours will not make me a famous/wildly successful guitar player. Gladden’s rule is flawed and lacking credible research to back its claims. Conclusion: Outliers details, “ Nor is

success simply the sum of the decisions and efforts we make on our own behalf. It is, rather, a gift. Outliers are those who have been given opportunities ? and who have had the strength and presence of mind to seize them” (Caldwell, 2008).

Caldwell manages to challenge the reader's mind on what actually leads to one being successful. If everyone was afforded the same opportunities, environments, and attention it may affect the amount of wildly successful people we have in the world. Simply put certain factors like race, educational opportunities, and one's home environment can make a huge difference between being wildly successful (an outlier) or just average. The theories and reminisces proposed in Outliers can easily be compared and contrasted to Dubbing's text.

Drain presents information that can be applied for one to be a successful leader. While Caldwell challenges the concept of one's success just being a matter of luck and web of inherit advantages. Is your personal success a factor of your own hard work or is it just a number of factors that led to you being successful, just luck? Dublin, A. (2013). Leadership: Research findings, practice, and skills. (7th ed. ). Mason, OH: South-Western, Cengage Learning. Caldwell, M. (2008). Outliers: The story of success. New York, NY: Little, Brown and Company.