

## Income Inequality and IQ

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What causes income inequality? The usual answers are economic and sociological. Capitalism systematically generates unequal economic rewards. Social class distinctions create different opportunities in life, leading to unequal economic rewards. These sources of inequality are undoubtedly important, but economists and sociologists have tended to discuss them in a vacuum, ignoring the personal characteristics that individuals bring to the economic marketplace. Psychologists group such characteristics under the heading of individual differences, embracing all aspects of social and cognitive functioning in which the unit of measurement is the individual rather than any group identity such as gender, occupation, ethnicity, or social status. Industriousness is an individual difference. So are other hard-to-measure characteristics such as charm, honesty, creativity, and courage.