

"The key for us, number one, has always been hiring very smart people," Bill Gates once said in an interview. "There is no way of getting around that in terms of IQ, you've got to be very elitist in picking the people who deserve to write software." Gates was talking specifically about Microsoft, the tech behemoth he cofounded and ran for years. But that "elitist" strategy - prioritizing raw intelligence in the hiring process - turns out to be one with surprisingly broad applications. Years of research points to the same squirmy conclusion: Smart people make better workers.

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