

Are you good enough? Or, on the other hand...

What if you were good enough, but were in the wrong place at the wrong time, or most likely, someone gave **more value** to their skewed psychological assessment based on your age, race, sex, creed, nationality, religion, veteran status, marital status, pregnancy, etc., but considerably **less value** to your validated skills, knowledge, and proficiencies to actually perform the work?

No objective consideration of candidates has occurred if candidates are not assessed performing the posted essential job functions! In track and field, “opponents (i.e., candidates)” are *assessed* through competition, under the same rules, the same course or field; nothing is hidden. Unlike football, basketball, soccer, and other “games” where athletes use some form of athleticism to kick, shoot, or throw a ball, etc., and where winning is inconsistently officiated and often with highly subjective outcomes; track and field is not a game. Track and field is a true “sport” that precisely measures the linear performance of athletes, *and subsequently determines a winner solely based on merit – period*. For example, there are typically eight lanes on an outdoor track, and the “person” who gets to the finish line first wins. **The “possibility” (i.e., ability) for athletic achievement has absolutely no value; the ultimate measure of achievement is validated, documented success winning!**

There are countless, legendary stories about people, from athletes to musicians, from engineers to business entrepreneurs, who were denied (that’s right, DENIED) an opportunity because someone unilaterally “felt” (emotion-based), for whatever reason, someone wasn’t good enough. For example:

1. **It’s sad, but true – EVERYBODY CAN’T START!** What if now or – in your day - UCLA could only recruit two (2) forwards from a “dream team” selection that included Michael Jordan, Elvin Hayes, Magic Johnson, Larry Bird, Connie Hawkins, Earl “The Pearl” Monroe, Elgin Baylor, James Worthy, Dr. J., Wesley Unseld, Oscar Robertson, Dave Bing (cast as a small forward), Charles Barkley, Dave DeBusschere, Jerry West, LeBron James, Carl Malone, Dominique Wilkins, Rick Barry, “Pistol” Pete Maravich, Dave Cowens, Dennis Rodman, John Havlicek, Kevin McHale, Spencer Haywood and so on and so on. **Face it, in the presence of so much talent, so much potential, even the greatest players can be reduced to a perception of mediocrity.**



**Michael Jordan
was not good enough?**

2. Of course, what about the thousands of Black athletes like baseball’s Leroy Robert “Satchel” Paige, who was both too “Black” and also **not good enough** to “play ball.” Historically, and through the present day, selecting the best “Mandingo” warrior still primarily involves non-minorities determining the fates of minorities. Likewise, it’s typically men determining the fates of women, and often at great personal sacrifice and disillusionment to minorities and women.



**Leroy Robert “Satchel” Paige
and all of Negro baseball
were not good enough?**

3. Let's not play the "race card," **but** after the 1970 hunt for Angela Davis, consider the lingering racial atmosphere throughout all of California (particularly at colleges and universities). Perhaps, "**you people**" **were good enough** but – in human resource terms – "you people" are NOT A GOOD MATCH! **Get it?**

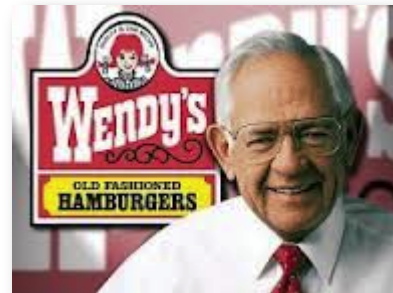


**Angela Davis
was not good enough?**

4. What if **you were good enough**, but your ideas went against the grain?

There are countless, legendary stories about business people who were denied (that's right, DENIED) an opportunity to realize their potential through one company but achieved phenomenal accomplishments from another company, often resulting in them starting their own companies.

Dave Thomas left his executive job at Kentucky Fried Chicken to create Wendy's.



**Dave Thomas
was not good enough?**

5. Ross Perot left his "confining" executive job at IBM to create Electronic Data Systems (EDS), and became a billionaire!



**Ross Perot
was not good enough?
*Really?***

6. Steve Jobs, co-founder of Apple Computer was ousted from the company he created in the late the 1970s, but was brought back to save the company in the late 1990s and coincidentally revolutionized the computer industry a second time!



**Steve Jobs
was not good enough?
Seriously?**

7. And what about the meteoric and often volatile careers of Jack Welch (GE), Michael Eisner (Disney), and Jack Hanna and Larry Barbera (creators of The Flintstones, The Jetsons, Space Ghost, Tom and Jerry, etc., who were denied development opportunities at Walt Disney). And what about Master P who, like Motown Records' Berry Gordy, and Reprise Records' Frank Sinatra, and Sin-Drome Records' Bobby Caldwell – all who couldn't get an "ideal" record deal and decided to create their own record deals by creating their own record companies.



**Jack Hanna and
Larry Barbera and
Yogi Bear were
not good enough?**

8. There are countless, legendary stories of actors and actresses who were denied (that's right, DENIED) acting opportunities under one director or studio but achieved phenomenal accomplishments under other directors and studios.

Frank Sinatra, despite having all ready achieved legendary success, couldn't get a break in Hollywood after leaving his first wife - in a very public scandal – for Eva Gardner. Sinatra's films were recast without him or canceled. No one would hire Frank Sinatra. Nevertheless, Sinatra was tenacious in his appeal to director Fred Zinnemann to cast him as the character "Maggio" in the 1953 film "From Here To Eternity."

Sinatra told, lobbied, whined, begged and shouted to everyone he was confident no one could perform the role better than he. The result: Sinatra's "comeback" included winning the Academy Award for Best Supporting Actor and he *never* looked back.



**Frank Sinatra
was not good enough?
You can't be serious??**

9. Judy Garland wasn't good enough either. That's what "they" told her, repeatedly.

Garland won or was nominated for awards for her work in motion pictures, television, music recording and on stage. She was twice nominated for an Academy Award and was awarded a special Academy Juvenile Award in 1940. Garland won a Golden Globe Award and was nominated for a second, and she received a special Tony Award for her record-breaking concert run at New York's Palace Theatre. Garland won two Grammy Awards for her concert album Hall. Garland was posthumously awarded a Grammy Lifetime Achievement Award. Several of her recordings have been inducted into the Grammy Hall of Fame. In 1999, the American Film Institute placed her among the ten greatest female stars in the history of American cinema. *SOURCE: Wikipedia.org*



**Judy Garland's
not good enough?**

10. John Travolta wasn't good enough either. That's what "they" told him.

Travolta had great success with the television series *Welcome Back, Kotter* and starring in the box office successes *Saturday Night Fever* and *Grease*. His career enjoyed a resurgence in the 1990s with his role in *Pulp Fiction*, and he has continued starring in more films such as *Face/Off*, *Ladder 49*, and *Wild Hogs*. Travolta was nominated for the Academy Award for Best Actor for *Saturday Night Fever* and *Pulp Fiction*. He won the Golden Globe Award for Best Actor - Motion Picture Musical or Comedy for his performance in *Get Shorty*. *SOURCE: Wikipedia.org*



**John Travolta's
not good enough?**

11. Spike Lee wasn't good enough either. That's what "they" told him, and tell him now! Lee has won numerous awards, including an [Emmy Award](#). He has also received multiple [Academy Award](#) nominations and awards. *SOURCE: Wikipedia.org*

Do the Right Thing
4 Little Girls
He Got Game
Malcolm X
Get On The Bus
Bamboozled
Inside Man
Miracle at St. Anna



**Spike Lee's
not good enough?**

12. Sammy Davis, Jr. wasn't good enough either. That's what "they" repeatedly told him, even after he lost an eye. Perhaps, that's why Sammy wrote his legendary autobiography, "**YES I CAN!**" and two very successful follow-up autobiographies. Singer, tap dancer, actor (stage, television, motion pictures), and musician Davis was awarded the Spingarn Medal by the NAACP and was nominated for a Golden Globe and an Emmy Award for his television performances. He was the recipient of the Kennedy Center Honors in 1987; and in 2001, he was posthumously awarded the Grammy Lifetime Achievement Award. *SOURCE: Wikipedia.org*



**Sammy Davis, Jr.
was not good enough?**

13. What if **YOU WERE GOOD ENOUGH**, but people (like Coach Wooden) just didn't like YOU?

People will intentionally **HOLD YOU BACK AND DENY YOU OPPORTUNITIES** not just because of your age, or race, or sex, or religion, or national origin, or sexual preference – but also for the simple fact that **they just do not like you, or jealous of you!**

*That's not just another dumb blonde actress
in the 1953 film, "Niagara," but a smart one!*

No matter what you say or do, no matter how you wear your hair, no matter what perfume you wear, no matter how nice and kind and helpful you might be – they don't like you. **Yet, you can be good enough, but you don't get an opportunity to prove it.**



**Marilyn Monroe
was "too beautiful" to be
considered a "smart" actress
and was categorized as
not good enough?**

14. Instead of telling you they just don't like you, they might tell you they have nothing against you. In fact, they are extremely friendly, smiling, et al – but they don't like you and never will. **So, you can be good enough, but you don't get an opportunity to prove it.**

Bruce Lee conceived the TV series "Kung Fu," but when it came to producing and acting in his own project he was not good enough? So he left the U.S., immediately became a major international star, created a new genre of martial arts films, and completely redefined the term "action" star.



**Bruce Lee
was not good enough?**

Psychological assessment? People with low self-esteem are often threatened by people they perceive as more intelligent, more skilled, more talented, faster, stronger, more attractive, or otherwise more capable than they are; but instead of working cooperatively with people of equal or greater strengths, they keep “better performing people” in abeyance, or use them on a limited basis, or design a “psychology tool” to brand them, to label them and put them in a career-defining box.

Notably, applicant tracking and HRIS/ERP systems can easily accommodate a linear, objective, work-related assessment of candidate skills and proficiencies, but such would be prohibitive to the status-quo of race-based, sex-based hiring practices as validated by the perpetual existence of the “Glass Ceiling,” and EEO-1s (private sector), EEO-4s (public sector), etc.



Photos © Trip Reynolds

**Employment is NOT a competitive process if you're not allowed to actually compete!
I welcome an opportunity to compete!**

Again, as a lifetime athlete, nationally ranked masters athlete in track and field, “opponents (i.e., candidates)” are *assessed* through competition, under the same rules, the same course or field; nothing is hidden. Unlike football, basketball, soccer, and other “games” where athletes use some form of athleticism to kick, shoot, or throw a ball, etc., and where winning is inconsistently officiated and often with highly subjective outcomes; track and field is not a game. Track and field is a true “sport” that precisely measures the linear performance of athletes, *and subsequently determines a winner solely based on merit – period*. For example, there are typically eight lanes on an outdoor track, and the “person” who gets to the finish line first wins!

There was a time when employers routinely conducted selection assessment exercises, in compliance with the *Uniform Guidelines on Employee Selection*, to validate if the candidate actually possessed the prerequisite skills, knowledge, and demonstrated proficiencies to perform the posted essential job functions; but *such is no longer the case*. For example, rarely is a Software Engineer required to validate, before hire, proficiency in writing code (C, C+, C++, etc.) at or above the employer's job standards, or required to prove they can write code better than any other candidate. At best, the overwhelming majority of employers confine their pre-employment assessment to:

1. a “keyword search” of your resume via an applicant tracking system or HRIS;
2. review of a non-work-related behavior-based personality assessment (Myers-Briggs, Johnston, etc.);
3. a skewed and inflated value of a candidate's non-relevant past job experience;
4. bogus certifications that do not reconcile to the actual work to be performed; and
5. other undisclosed and subjective measures that do not validate the candidate's proficiency to actually perform the posted AND proposed or future essential job functions.

**How can an employer strategically propel business success by refusing to
validate if the candidate can actually “perform” all aspects of the job before hire.**

Instead, even the most qualified candidates are rejected with a warm, but condescending “do not contact us” reply:

*“Thank you for your interest in our company. Having had the opportunity to consider all applicants, it is with regret that we are not moving forward with your application at this time. If you feel qualified for other positions, we encourage you to submit an online application. **NOTE: This email box is not monitored. Please do not reply to this message.**”*

THE FINAL Q & A:

QUESTION 1: What if you're good enough, but you're erroneously perceived as not good enough?

RESPONSE: Perceptions are not necessarily based on reality, validity, or fact.

QUESTION 2: What if you're good enough, but your self-perceptions made people have erroneous perceptions of you?

RESPONSE:

"A great man is only the reflection of a great boy in a larger mirror."

Dialogue spoken by Mickey Rooney's mother in the 1940 film, "Strike Up The Band!"

QUESTION 3: What if you're good enough, but your body is saturated with more estrogen than testosterone; in other words, you're a woman (or kinda), not a man (or kinda), and the hiring authority has "something" against hiring a woman (or kinda) or man (or kinda)? Or, you have way, way, way too much melanin in your skin and your dark "color" is offensive to the hiring authority? Or worse, you're physically or emotionally disabled?

RESPONSE: Yes, it can be just that simple, and as validated by the perpetual existence of the "Glass Ceiling," and EEO-1s (private sector), EEO-4s (public sector), etc., *it routinely is*.

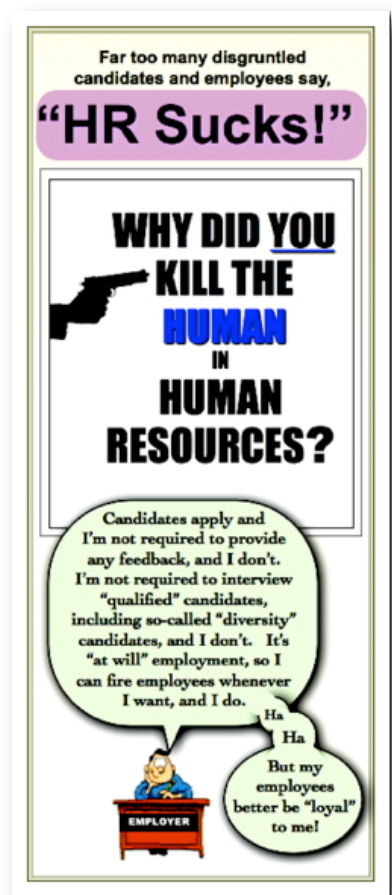
Ultimately, computer-based applicant tracking systems are not the problem, because **computers don't hire people; people hire people!**

Again, there was a time when employers routinely conducted selection assessment exercises, in compliance with the *Uniform Guidelines on Employee Selection* or common sense to "trust but verify" if the candidate actually possessed the prerequisite skills, knowledge, and demonstrated proficiencies to perform the posted essential job functions; *such is no longer the case*. In fact, HR departments are notorious for literally refusing to talk to candidates! "Don't you dare call us! Regards, HR Department!" **Why did employers kill the "human element" in the objective recruitment and selection of humans?**

Employment is **NOT** a competitive process if you're not allowed to actually compete! Of course, you might disagree. Therefore . . .

*On the other hand...
the next time you look in a
mirror, will the reflection you
see be good enough?*

If you're looking for validation from an employer, probably not.



<http://www.reynos.com/YKHR.htm>