



# Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance

By Bradford D. Smart Ph.D.

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**“BRAD HELPED US DEVELOP THE TOOLS TO PICK A-PLAYER LEADERS AT GE.” —JACK WELCH**

Great companies, large and small, rise or fall because of their talent; the more high performers on your team, the more successful your organization will be. Of course, that’s easier said than done. Research shows that only about 25% of all new hires turn out to be high performers.

But companies that have used Brad Smart’s Topgrading system over the past two decades have boosted their hiring success rates dramatically—sometimes even to 90%.

Three huge problems account for the typical poor results in hiring: dishonesty (via deceptive résumés), incomplete information (via shallow interviews), and lack of verifiability (via biased references). *Topgrading* shows how to solve all three problems. Instead of hiring by your gut reactions to résumés and interviews, you can start using a scientifically honed process that compels candidates to be totally honest.

Smart, one of the world’s foremost experts on hiring, has personally helped hundreds of companies double, triple, or even quadruple their hiring success rates. His clients have ranged from global giants such as General Electric and Honeywell to midsize and small businesses in every field imaginable, and to not-for-profits such as the American Heart Association. And hundreds of thousands of readers have applied the lessons and tools of the first two editions of *Topgrading*.

The Topgrading system makes hiring easier, faster, and more successful than any

other process. And it works at every level, from the front lines to senior management.

For the first time in seven years, Smart has fully revised and updated *Topgrading* with many new tools, techniques, and case studies. This edition now features 40 companies of all sizes, across a wide range of industries and home countries. It's the most advanced and useful version of *Topgrading* ever. The third edition includes:

- Simplified Topgrading methods for entry-level jobs.
- The new Topgrading Snapshot, which screens out weak candidates in just 15 seconds.
- The latest version of the acclaimed Topgrading Interview script.
- Case studies from 35 companies not featured in any previous edition.
- Many additional innovations created by Topgraders.

*Topgrading* isn't just about hiring and promoting—it's also about developing talent. It enables leaders to reward their A Players, coach their Bs to become As, and weed out the Cs who are beyond improvement.

Many great leaders know that Topgrading works. Find out how it can help your company gain a big competitive advantage.

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### Editorial Review

#### Review

“Stated simply, the best talent wins and *Topgrading* helps identify and hire the best talent. This is true for internal promotions and external hires.”

—KEN CAMP, CEO, Hillenbrand

“The *Topgrading* interview process is one of the best tools in our arsenal for getting an in-depth understanding of high-potential managers. It probably improved our success promoting high-potential managers from maybe 50% to over 80%.”

—BILL CONATY, former Senior Vice President of Human Resources, General Electric

“The most valuable management skill a person can have is the ability to produce high-talent teams. Nothing else even comes close. That’s why Brad Smart’s *Topgrading* approach should be a top priority process in your organization.”

—PRICE PRITCHETT, Ph.D., Chairman and CEO, PRITCHETT LP

“*Topgrading* is the best practice I know of for hiring and promoting people who turn out to be A Players. In a not-for-profit, that can translate into raising more money to educate the public, and that can save lives . . . Having the best talent at every salary level is crucial.”

—CASS WHEELER, former CEO, American Heart Association

“Turnover came down, and sales and profits skyrocketed. With 98% hiring success due to *Topgrading*, the business took off.”

—JACK HARRINGTON, then CEO, Virtual Technology, now CEO, Thales Raytheon Systems

“When I look back at the dramatic success of our company, I can clearly point to the implementation of *Topgrading* as the pivotal moment that made our success possible. I implore every business owner to make *Topgrading* mandatory. A *Topgraded* team is the ultimate secret weapon to crush the competition.”

—RICHARD ROSSI, Co-Founder, EnvisionEMI

“We’ve *Topgraded* the entire company and our sales and profits have soared.”

—ORRIN KLOPPER, CEO, Netsurit

#### About the Author

**BRADFORD D. SMART, PH.D.**, is the president of Smart & Associates, Inc., a group of professionals who assess candidates for executive positions and train managers to implement *Topgrading*. A well-known industrial psychologist and consultant, he has personally helped hundreds of companies of all sizes dramatically improve their talent. His other books include *Topgrading for Sales*. Brad lives in a suburb of Chicago.

Visit [www.Topgrading.com](http://www.Topgrading.com)

## **Users Review**

### **From reader reviews:**

#### **Sharon Novick:**

Book is to be different for every single grade. Book for children until finally adult are different content. As we know that book is very important normally. The book Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance has been making you to know about other knowledge and of course you can take more information. It is very advantages for you. The reserve Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance is not only giving you far more new information but also to become your friend when you feel bored. You can spend your own personal spend time to read your reserve. Try to make relationship using the book Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance. You never truly feel lose out for everything in case you read some books.

#### **Todd James:**

Now a day folks who Living in the era just where everything reachable by talk with the internet and the resources within it can be true or not need people to be aware of each information they get. How people have to be smart in getting any information nowadays? Of course the answer is reading a book. Examining a book can help men and women out of this uncertainty Information mainly this Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance book as this book offers you rich facts and knowledge. Of course the info in this book hundred percent guarantees there is no doubt in it everybody knows.

#### **Stephen Galvan:**

Spent a free time and energy to be fun activity to try and do! A lot of people spent their spare time with their family, or their friends. Usually they undertaking activity like watching television, about to beach, or picnic from the park. They actually doing same thing every week. Do you feel it? Do you want to something different to fill your own personal free time/ holiday? Could possibly be reading a book could be option to fill your no cost time/ holiday. The first thing you will ask may be what kinds of reserve that you should read. If you want to consider look for book, may be the e-book untitled Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance can be great book to read. May be it can be best activity to you.

#### **Dean Herbert:**

Precisely why? Because this Topgrading, 3rd Edition: The Proven Hiring and Promoting Method That Turbocharges Company Performance is an unordinary book that the inside of the e-book waiting for you to snap that but latter it will shock you with the secret the item inside. Reading this book beside it was fantastic author who also write the book in such awesome way makes the content interior easier to understand,

entertaining approach but still convey the meaning entirely. So , it is good for you because of not hesitating having this anymore or you going to regret it. This phenomenal book will give you a lot of advantages than the other book include such as help improving your ability and your critical thinking approach. So , still want to hold up having that book? If I were being you I will go to the guide store hurriedly.

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