

### **30. Best Qualified – Diversity Verses Merit (3:40)**

You want to have the best qualified guy doing your brain surgery, not the correct culture doing your brain surgery. I probably wouldn't do anything because of diversity. I would base it on Merit. If we had all the people ended up black - if it was Merit and they were all better than all the rest of the people - that's the way to be.

That's why this business of you can't have a good program unless you have a diverse program - it's just inane. It's not true. It's not. It's just not true. It may make things somewhat better in some respects - maybe people get along better or whatever - they work better on the job – whatever.

You can't say you got to have diversity to have the best product because that's not true in certain things like the National Basketball Association or the NFL. Those are not based on diversity. They are based on Merit. I think some people who trumpet diversity feel it encourages young people if they can see someone like them succeeding. Yes.

Well, if you want to do that - then I agree that's a very good idea. Then go out and find you a black person that's the best swimmer that ever was and make him an example and you go get another one.

Start with Merit and get the people enthused because of Merit - not because he's black but because his Merit is being copied. Yeah - you build the diversity after the Merit. That's right. But you go get the Merit first and keep the Merit in the program. If you don't, seemingly to me, the program is going to go downhill.

Understand that I'm not trying to be acceptable in society. I want to do my job like it's supposed to be done. I like to be kind to people. I like people. I like people. I would say that absolute honesty and straightforwardness have to be the basis of the way you make your judgments. If you do it for other reasons, then you got to say you're doing it for other reasons.

That you say best qualified - they can't use that expression anymore. You say we need a person of this particular culture in the organization so we could have an example - not say he's the most talented guy we got implying that he's most talented guy you got

I don't like any of the diverse programs calling them best qualified. That's dishonest. That's dishonest and that is going to blow your organization right off the top of the hill as far as I'm concerned. You can't be dishonest with your people. You got to be straight with them and if they need to be told, you got to tell them. If they need to be complimented, you want to do that. Yep. I'm sorry but I'm not going to change. Just be honest.

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