

August 22, 2020

For the last three years, I continue to witness a yearly reposting of a job opening looking to hire a top-performing business result specialist. “Gladiators” as you describe them. It is an endearing sentiment (on the surface), so we will go with that.

But why are you short of gladiators this year, and every year? What is going on, why do you keep losing all your good salesmen? Who keeps dropping the ball? Who is filling and emptying out these positions over the course of a year... for three consecutive years?

We live and we learn. But let’s take a step back.

You -are- looking for a “top-performing business result specialist.” How top? What is “top performance” to you, precisely? Top 1%? Top 10%? How about Top 3%? How many of these? Up until now, how many top-performing gladiators have you hired? Twenty-thousand, a hundred-thousand?

It is an interesting word choice, after all. Gladiators were slaves. Slaves that fought in the Roman Colosseum. They fought, usually to the death. The gladiator’s rite of passage: a story of speculation, adulation, and debt.

Hawkins estimated that 5,000 gladiators were killed each year in the Colosseum. (Is that where your gladiators go every year?) George Ville calculated a 9.5% death rate per gladiator. Let’s focus on that statistic and take it apart.

For this argument, if we equate death to failure: the gladiator had a 9.5% rate of failure. Which would mean that the dominant gladiator who succeeded in staying alive battle after battle, did so by having a 90.5% success rate against death. Mary Bear, similarly, estimated that the dominant gladiator had a 13% rate of failure, and correspondingly, a 87% success rate.

Death came in the face of a contender. Which would mean that: defeating the contender is, in turn, defeating death.

Defeating failure.

When pitted against each other, the gladiator with the highest success rate is more likely to succeed.

It’s math.

It's also the mythology of the hero. During the Roman Empire, their archetypal path contended with physical sacrifice. The year is 2020, we have evolved much of our contention into psychological sacrifice.

I am not a gladiator, I am the Empire.

Who are you gonna bet on?

The pawn or the chessboard?

Statistically speaking, I'd concede defeat only after contending with the top 2% of professionals with a bachelor's degree in business from an American University. Standing on the 97th percentile, I have built a 97% success rate.

You have a multimillion business, Tony, who are you betting it on?

Do you put your money in the 87% success rate, in the 90.5%, or in the 97% success rate?

It's math.

Even if you spoke to 114,883 candidates for this position, I won by a landslide.

We will find out in another three years what happens when you decide to go with the same profile of candidates for your business result specialists. And we will see, again, three years from now... we'll see it unfold in real time.

One of two things will happen:

You are either going to find that things get better... or you will find things getting worse (and you will see yourself reposting this job offer next year).

We can consider that— an experiment.

We can consider the outcome— proof.

I don't know what else you would do. I don't know how else you would come to your decision.

Because it is all theory until you see it happen.

So we can take the next three years to find out.

Or you look back at the last three years and make a very different choice today.

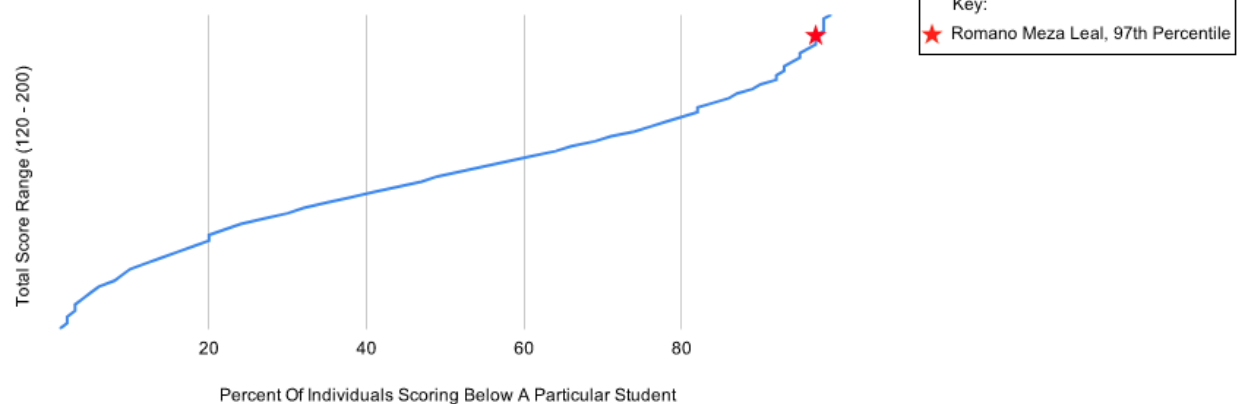
Until then,



Romano Meza Leal



2017 Comparative Data Guide - MFT for Business
Individual Students Total Score Distribution
114,883 Examinees



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