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Anyone who recruits talent faces the same basic challenge, whether we work for a big company, a new start-up, a Hollywood studio, a hospital, or the Green Berets. We all wonder how to tell the really outstanding prospects from the ones who look great on paper but then fail on the job. Or, equally important, how to spot the ones who don't look so good on paper but might still deliver extraordinary performance. Over the past few decades, technology has made recruiting in all fields vastly more sophisticated. Gut instincts have yielded to benchmarks. If we want elaborate dossiers on candidates, we can gather facts (and video) by the gigabyte. And yet the results are just as spotty as they were in the age of the rotary phone.

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