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

**Topgrading**  
3RD EDITION  
BRADFORD D. SMART, Ph.D.



## Synopsis

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 to small businesses in every field imaginable. Hundreds of thousands of followers 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. 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.

## Book Information

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## Customer Reviews

Informative, but extremely detailed. Sometimes difficult to read through all of the information - definitely not a book to leave on your night stand, more of a book to read in your free time at work.

Core message great. Some gems right at the end that aren't endlessly repeaters through the book. Lots of repetition. Probably enough content for a great book 2/3 the length. Instead it's a good book. A bit of a sales job on his own branding topgrading . But hey that's why he wrote.it! Skim the first 1/2 with a highlighter and slow down. Especially in the last 20%Buy it. Use it. If you aren't doing this stuff or something similar already. .. Watch your business and career transform.

The product and shipping were as expected. No issues there. I really don't like the Topgrading approach. It's very bureaucratic and is another laborious management process that consultants love to push, until the next one comes along. I can see where larger organizations would use it, but for small business it's just too much procedure.

I recently read a half dozen books on hiring, and this is the only one that did more than just regurgitate common sense. This book goes into great detail on an entire process for hiring, and is the only book on hiring I've gained any real value from.

Treats people disrespectfully. Have great ideas to check if candidate is lying or not. The approach is good the execution can be improved.TORC makes sense - asking for supervisor reference makes sense. Verbiage is cynical. Not inspiring. There will be bad apples and makes sense not to hire them.

Not easy to read, more theoretical than "Who", but very useful for people who starting or already using Topgrading in their organizations.

Great book! Excellent for anyone who is in hiring or recruiting.

it is a fantastic book which lays out the process for recruiting quickly and recruiting A graders

only reading the book and taking help from topgrading website has helped us improve the quality of our recruiting atleast by 100%

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