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In *Talent Is Overrated*, Geoff Colvin pops the “it’s all about talent” bubble, but in the same breath lets you know that the best time to plant a tree would’ve been 20 years ago.

Talent Is Overrated Summary- Four Minute Books

Colvin, G. (2008). *Talent is overrated: What really separates world-class performers from everybody else*. New York: Portfolio.

Clear, J. (2013). *Lessons on Success and Deliberate Practice from Mozart, Picasso, and Kobe Bryant*.

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Talent is overrated if it is perceived to be the most important factor. It isn't. In fact, talent does not exist unless and until it is developed...and the only way to develop it is (you guessed it

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