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Leadership Insight: The New Psychology of Grit, Success, & Well-Being [Gene Harker MD PhD] on Amazon.com. \*FREE\* shipping on qualifying offers. Traditionally, leaders of organizations have tried to gain a competitive advantage by focusing on talent, experienceLeadership Insight: The New Psychology of Grit, Success, & Well-Being. Effort regularly trumps talent; experience, at times, is nothing more than more of the same; and, surprisingly, incentives may actually reduce performance. Citing new developments in psychology and organizational research, Harker proposes an exciting new alternative,...Leadership Insight: The New Psychology of Grit, Success, & Well-Being by Gene Harker MD PhD.Leadership Intelligence: The New Psychology of Grit, Success, and Well-Being by Gene Harker MD PhD Traditionally, leaders of organizations have tried to gain a competitive advantage by focusing on talent, experience, and incentives, assuming that if they attract the most gifted and experienced individuals and incentivize them properly, the ...