

HBR summary - [Experience Doesn't Predict a New Hire's Success \(hbr.org\)](#)

Question: Can we have a link to the study regarding years of experience having nothing to do with job performance?

Here is Zach's Response:

Here is an HBR summary - [Experience Doesn't Predict a New Hire's Success \(hbr.org\)](#)

This is a Research Gate link to the initial publication - [\(PDF\) It's Required, but is it Job-Related? A Meta-Analysis of the Validity of Prior Work Experience \(researchgate.net\)](#)

Then this is a Twitter summary of the newer research I mentioned. Essentially the same findings but importantly goes deeper on research backed alternatives - [Ethan Mollick on Twitter: "Years of job experience is one of the WORST predictors of future performance for new hires. Asking for X years of experience \(without measures of how someone actually performed\) doesn't tell you anything. Updated paper on what works & doesn't in hiring: https://t.co/gZsUbgeWw6 https://t.co/vb3f1Clpal" / Twitter](#)