



The Meritocracy Myth

Stephen J. McNamee, Robert K. Miller Jr.

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The Meritocracy Myth challenges the widely held American belief in meritocracy—that people get out of the system what they put into it based on individual merit. Fully revised and updated throughout, the second edition includes compelling new case studies, such as the impact of social and cultural capital in the cases of George W. Bush and Barack Obama, and new material on current topics such as the impact of the financial and credit crisis, intergenerational mobility, and the impact of racism and sexism. The Meritocracy Myth examines talent, attitude, work ethic, and character as elements of merit and evaluates the effect of non-merit factors such as social status, race, heritage, and wealth on meritocracy. A compelling book on an often-overlooked topic, the first edition was highly regarded and proved a useful examination of this classic American ideal.

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