

February 22, 1941

My dear Taylor,

I am sure you are right in what you say. The "capacity for taking pains" is really quite rare; but is not a great part of current inefficiency due to lack of guidance, that is of discrimination and responsible judgment. It is easy enough, like the gardening books written for amateurs, to say that infinite trouble must be expended on every detail. Apart from a psychological stimulus, this gets nowhere. Every job has a few essentials, not too many to be formed into solid habits with careful drill, and a great many non-essentials, care to which gives no more than a finish or style to the work.

In a word, I should say that, though children of 15 are far more careless than anyone who should be employed at £3 or £4 a week, yet you could condition any normal child of 15 in, I suppose, a fortnights training, to pick out for deletion any place name among miscellaneous correspondence without ever failing. Moreover a competent employer would check up a proportion of the letters censored and so find which of his examiners needed to go back to school. There seems to be incompetence at both levels.

I have just opened your note of February 20th with the 16,000

groupings. Do not forget the sad story of Gregor Mendel!

Did you notice that your men and women differ significantly in the ratio of O:A? Do you think this is because a larger proportion of the men come from the West and North? I do hope the drive for further donors in Yorkshire will bring further data your way.

Yours sincerely,