The surprising twist is that Michael Young, the British sociologist who coined the term meritocracy, based it on a society where merit was calculated by combining a person's IQ with their effort and using the results to put the people into classes. He assumed that the resulting society would be a paranoid and smug group of an elite class ruling a disenfranchised and powerless people (Ref-u255891). The term was picked up by politicians who redefined it to paint a picture of a better and fairer society where success came from hard work and not family influence. The twist is that instead of a fair society, America has sunk into the dystopian culture that Young defined. In the modern American culture, the line drawn on how an individual makes it to the top is arbitrary. It is terrible and unethical to get a job through nepotism, but it is okay when the same individual receives the same post through college connections.