

## An Introduction to Talent Discovery and Strengths Development

- ◆ Talents come naturally, but strengths are earned in early life development
- ◆ The strengths development concept rests in these key terms:
- ◆ A **strength** is the ability to consistently produce a positive outcome through near-perfect performance in a specific task, for example,
  - The ability to consistently recommend the perfect products and services for a customer's needs
  - The ability to always meet your family's grocery needs on a tight budget.

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## Types of Strengths – Skills, Knowledge, & Talents

### ◆ Skills

- Your basic ability to perform the fundamental steps of a task
  - Ability to move through the fundamental steps of operating a computer.
  - Skills do not naturally exist within us
  - Skill must be acquired through formal or informal training and practice

## Types of Strengths – Skills, Knowledge, & Talents

### ◆ Knowledge

- Simply what you know:
  - Your awareness of historical dates
  - Rules of a game.
  - Knowledge does not naturally exist within us
  - Knowledge must be acquired through formal or informal education.

## Types of Strengths – Skills, Knowledge, & Talents

### ◆ Talents

- The way in which you naturally think, feel, and behave
- Every individual has unique talents, for example:
  - Your inner drive to compete
  - Your sensitivity to the needs of others
  - Your tendency to be outgoing at social gatherings
  - Talents must come into existence naturally and cannot be acquired like skills and knowledge

## To build strengths - Must first discover your greatest talents

- ◆ The best indicators of your talents can be divided into the following:
  - Yearnings
  - Rapid Learning
  - Satisfaction
  - Timeliness
  - Glimpses of Excellence

## Yearnings:

- ◆ Yearnings can reveal the presence of a talent
- ◆ A yearning is very strong indicator of a talent when they are felt early in life
- ◆ A yearning can be described as an internal force
- ◆ An almost magnetic attraction, that leads you to a particular activity or environment time and again.

## Rapid Learning:

- ◆ Rapid learning reveals other traces of talent
- ◆ In the context of a new challenge or a new environment, something sparks your talents
- ◆ Immediately your brain seems to light up as if a whole bank of switches were suddenly flicked to "on" — and the speed at which you anticipate the steps of a new activity, acquire a new skill, or gain new knowledge provides a telltale clue to the talent's presence and power.

## Satisfaction:

- ◆ Satisfaction is psychological fulfillment that results when you take on and successfully meet challenges that engage your greatest talents
- ◆ Pay close attention to the situations that seem to bring you these energizing experiences
- ◆ If you can identify these situations, you will be well on your way to pinpointing some of your dominant talents

## Timeliness:

- ◆ Timeliness also can serve as a clue to talent
- ◆ Have ever become so engrossed in an activity that you lost all track of time?
  - It may have been because the activity engaged you at a deep, natural level — the level of great talent

## Glimpses of Excellence

- ◆ Glimpses of excellence are flashes of outstanding performance that have been observed by you or others
- ◆ In these moments, the task at hand has tapped some of your greatest talents and directly displayed your potential for strength

## Your greatest talents = The foundation of strengths development

- ◆ Take the "Clifton Strengths Finder" Survey
  - Go online to <https://www.strengthsfinder.com/>
  - Complete the survey with your spontaneous, "top-of-mind" reactions to the paired descriptors presented
  - There is no "right" answer
  - Survey will require 30 minutes – You need to answer 180 "paired descriptors"
  - Don't skip any questions; answer promptly
  - Block out 30 minutes without distractions so you can focus on the questions

## Your greatest talents = The foundation of strengths development

- ◆ Your top five themes and their descriptions can help you begin to understand and claim the themes that best represent your talents
- ◆ Your themes best describe your greatest talents — the ways in which you most consistently and productively think, feel, and behave
- ◆ Your top five themes are a useful resource as you seek to understand your talent
- ◆ Utilize all the Clifton strengthsfinder reports as clues to your talent
- ◆ Utilize your talents and hone them with skill and knowledge to build strengths at sanofi-aventis

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