



TAPPING IN TO YOUR EMPLOYEES' TALENTS

A 60-minute Webinar

WHAT DOES "TALENT" REALLY MEAN?

COMPETENCE = being able to do things to an acceptable standard

TALENT = our natural abilities

STRENGTH = working with our talents so that they add value for ourselves and others

WHY MIGHT IT BE IMPORTANT FOR YOU TO BE MORE INTENTIONAL ABOUT TAPPING IN TO YOUR EMPLOYEES' TALENTS?

KEY POINTS TO REMEMBER WHEN CONSIDERING EMPLOYEE TALENTS:

1. Recognize that some employees' talents will be more "_____"
(but no less important) than others' talents.

2. Think about their "_____:"
 - ✓ People-oriented, fun-loving, persuasive, creative, high energy
 - ✓ Decisive, takes initiative, confident, goal-oriented, in control
 - ✓ Detail-oriented, organized, planner, structured, works well alone
 - ✓ Intuitive, values depth of contribution and harmony, consistent

3. _____ can be a helpful indicator of an employee's natural talents (sometimes even more helpful than past experience). What assignments, tasks, projects, etc., might appeal to different personality styles based on their natural talents?

POPULAR _____

POWERFUL _____

PERFECT _____

PEACEFUL _____

4. Consider _____ employees through different areas to see where their interests lie.
5. Help them understand where their talents fit in your _____.
6. Some employees are more likely to _____.
7. Use _____ as an opportunity to ask questions about how the employee did such a great job on a particular task/project/assignment.
8. Ask for _____ on new projects to help determine interests.

QUESTIONS YOU MAY WANT TO ASK TO HELP EMPLOYEES UNCOVER THEIR TALENTS:

1. What is your _____ of your job?
2. Why do you _____ that part of your job?
3. What would you _____ to be doing that you have not had an opportunity to do?
4. What _____ you about that particular task/project/assignment?
5. What _____ would you like to develop?
6. What do you find _____ in your spare time?
7. What _____ to you about working in a library?
8. If there were absolutely no _____, what career would you pursue?
9. What _____ of that career appeal to you?

WHAT OTHER QUESTIONS MIGHT YOU ASK TO UNCOVER HIDDEN TALENTS IN YOUR EMPLOYEES?

WHAT WILL YOU NOW DO DIFFERENTLY TO TAP IN TO YOUR EMPLOYEES' TALENTS?
