Detecting Talent

Goal

Do you want to discover talented staff members? Whether it is during selection, orientation or development? And do you want to do this in an "appreciative way"?

Play Your Cards Right® helps you to pinpoint where your staff members or future colleagues draw their energy from, what motivates them, where they are successful, and more. The conversation cards are highly assistive tools, enabling you to discuss which talents are present, and to discover and connect with a specific competence.

In the next step, you look at the possibilities of further developing these competences and raising them to their full potential in the workplace. A win-win situation for the staff members and for the organisation!

Possible methods

Below, you will find three scenarios for valuable conversations on talents and competences.

Scenario 1

Helping Question: What do I do well? What do I like to do?

- Place the competence cards down with the red side facing up.
- Ask the participant to select the cards which best represent what he/she enjoys doing and does well.
- If you wish to first reduce the stack to fewer than 38 cards, it can be handy to immediately put aside the competences which don't energise the participant.

Alternative

You can also choose to adjust the questions and first ask about the competences (blue side) which are strengths, in order to make a sub-division of what the participant enjoys doing. And remember: although something may be considered a strength, it does not always mean someone enjoys doing it.

Scenario 2

Helping Question: Which talents do I currently have?

- Let your conversation partner tell you about his:her strengths, based on questions like:
  - In which recent activities/tasks/challenges at work have you recently been successful?
  - Exactly what did you do to turn the situation into a successful one? Which skill/skills did you employ?
- Let the participant make a choice of up to three competences based on the story.
- Using the suggestions on the red side of the cards, you can further pinpoint other skills and areas of interest.

Scenario 3

Helping Question: What would I like to develop?

- You let the participant tell you about his/her strengths based on the following questions:
  - What would you like to do more?
  - What would you like to develop in the future?
  - What appeals to you most of all in these skills?

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- In which tasks/assignments/situations do you see yourself using these skills?
- Where have you already been successful?

- Let the participant make a choice of up to three competences based on the story.
- Using the suggestions on the red side of the cards, you can further pinpoint skills and areas of interest.

Setting Generic Competences

Would you like to set the generic competences for your organisation? Generic competences are the standards you expect from all staff members so your organisation is able to fulfil its assignments.
Play Your Cards Right® offers you a more structured approach than a regular conversation.

How does it work?

- First specify who you wish to include in the analysis conversation. Who has a good view of the mission, the vision and the values of your organisation?
- Organise a workshop where the 38 cards are used. It works most easily when everyone has access to their own set of cards, but it is also possible to work in sub-groups with just one set of cards...
- Ask everyone involved to split the cards into three stacks:
  - one with competences that are “crucial” for everyone in the organisation;
  - one with competences that are “unimportant”;
  - a third stack with competences that do not appear to belong to either of the first two stacks at first sight.
- Everyone involved quickly explains why they have rated certain competences as important.
- Review the choices to see which competences have unanimously been placed into a specific group.
- Focus on the 2, 3 or 4 generic competences.

Helpful Questions

- Why did you put this competence aside and why did you consider this one to be important?
- The competence is maybe not so important at the moment, but what do you expect to happen in the future?
- How bad would it be if someone lacked this competence?
- Sort the competences based on their level of importance.
- If you had to recruit someone tomorrow and could choose between two candidates who were almost as valuable as each other, but where one of them was stronger in the field of ... (competence x) and the other was stronger in the field of ... (competence y), who would you choose?

Using these same methods, you are able to go further in the analysis of desired competences, up to the level of a **function**, with an estimation of the diverse and necessary **competence levels**. For this, you are better using **Competency Cards**®. For every competence, you then have an indication of the different levels where a specific competence is required and receive a profile that immediately enables you to provide further development and guidance.

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Would you like to work with **different evaluators**? Or from a variety of locations? Then the electronic tool **Quintessence CAI-r®** is a more efficient method for starting. Get in touch for more information.

The Selection Interview

During a selection interview, you can use Play Your Cards Right® in different ways:

- You can use it to determine whether the candidate has the necessary and desirable competences;
- You can learn about where his/her drive and interests lie;
- You have a structured hold with which to get a general picture of the strengths and development points of a candidate;
- You can instigate a no-nonsense conversation about subjects which are often difficult for a candidate to correctly word.

Possible Methods

Option 1

- Work with the blue side of the cards. In advance, select the cards which reflect the pre-determined **competence profile**.
- Explain this to candidates during interviews, asking them to assess themselves using the following method:
  "Make 3 stacks:
  - one with the competences which you consider yourself to be strong in;
  - one with the competences where you consider yourself to be average;
  - one with the competences in which you consider yourself to be below average."

- Using your questions, challenge the candidate to a critical self-assessment. Request examples, experiences and situations that illustrate or exemplify the different judgements the candidate has made.
- Using the strengths (areas the candidate is good in), define which competences are also talents (What gives participants energy? What does he/she enjoy doing?). For this, you use the red side of the cards.

Option 2

- Work with the blue side of the cards. You can ask questions relating to the **cluster** to which the competence belongs, by making use of the indications which appear on every competence card. *"I see that you possess competences which are especially closely related to your ability to enjoy time with others?"*
- This allows you, together with the candidate, to determine whether the candidate considers him/herself to be a social person, or whether someone with strong leadership competences considers the evaluation of situations or the development of solutions as good leadership skills.

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Option 3

- Work with the red side of the card. Which talents do you have? Ask questions like: "In which recent activities/tasks/challenges at work were you particularly successful? Exactly what did you do to make the situation a success? Which skill or skills did you make use of?"
- Using the suggestions on the cards, you can further pinpoint skills and areas of interest.

Option 4

- Work with the blue side of the cards. What would you like to develop? Ask questions like:
  - What would you like to do more? What would you like to develop in the future?
  - Choose up to 3 cards that represent the competence.
  - You can also note a skill on an additional card.
  - What do you most like in these skills?
  - In which tasks/assignments/situations do you see yourself putting them into effect?
  - Where have you already been successful?

- Using the suggestions on the red side of the cards, you can further pinpoint the skills and areas of interest.

Option 5

- Work with the red side. Which talents do you have? What drives and motivates you? What do you like to do? What are you good at? Keep a maximum of 10 cards.
- Turn the cards over and review the following aspects together:
  - Which competences go well together?
  - In which ways do the chosen competences agree with the competence profile properties and the function?
  - In which other functions is this competence important?

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