



METHODOLOGICAL GUIDE

INNATE TALENTS IDENTIFICATION ACTIVITY

IDENTIFY THE 5 INNATE TALENTS, HOW?

The proposed methodology on talents aims at guiding participants to discover the 5 innate talents that resonate the most with them, following the Gallup Institute's classification of talents.

1st step: Collective activity to identify "false friends"

1. Each participant writes their responses to the question "What is a talent for you?", on a post-it note or on a board.
The accompanying person collects the answers without analysing them.
2. The accompanying person points out to the group that some answers refer more to skills, charisma or fame (false friends). At this point, he will share with the group the notion of talent as defined in point 1 of this guide (Getting to know the notion of talent).

2nd step 2: Individual activity to select 5 characteristic talents

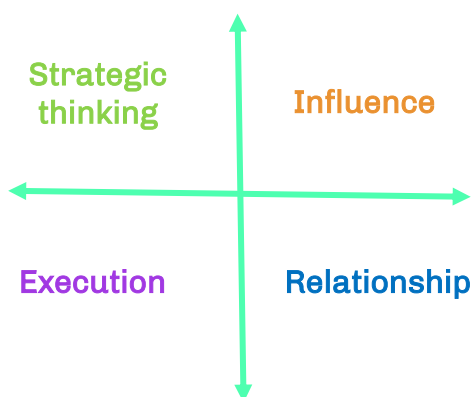
For this activity, the accompanying person uses the 34 talent cards that can be downloaded from the "Talent Explorer" page.

1. He arranges them in a way that makes the description of the talents visible to all.
2. The participants discover each talent card individually.
3. Each participant chooses 5 talent cards that correspond the most to him (several participants can choose the same talent card).
4. Each participant draws the outline of his hand on a blank sheet of paper. He writes the 5 selected talents in order of importance on each finger, starting with the thumb.

3rd step: Collective talent sharing and classification activity

For this step, the coach should take the document that classifies the 34 talents into each of the 4 families: **Strategic Thinking** / **Influence** / **Execution** / **Relationship** (see next page or download from the "Talent Explorer" game page).

1. The accompanying person draws the diagram below on the board and explains the main families.



2. In turn, each participant states his 5 talents and tries with the group to classify them in one of the 4 families.
3. The accompanying person confirms or not the classification made by the participants and indicates the distribution according to Gallup.

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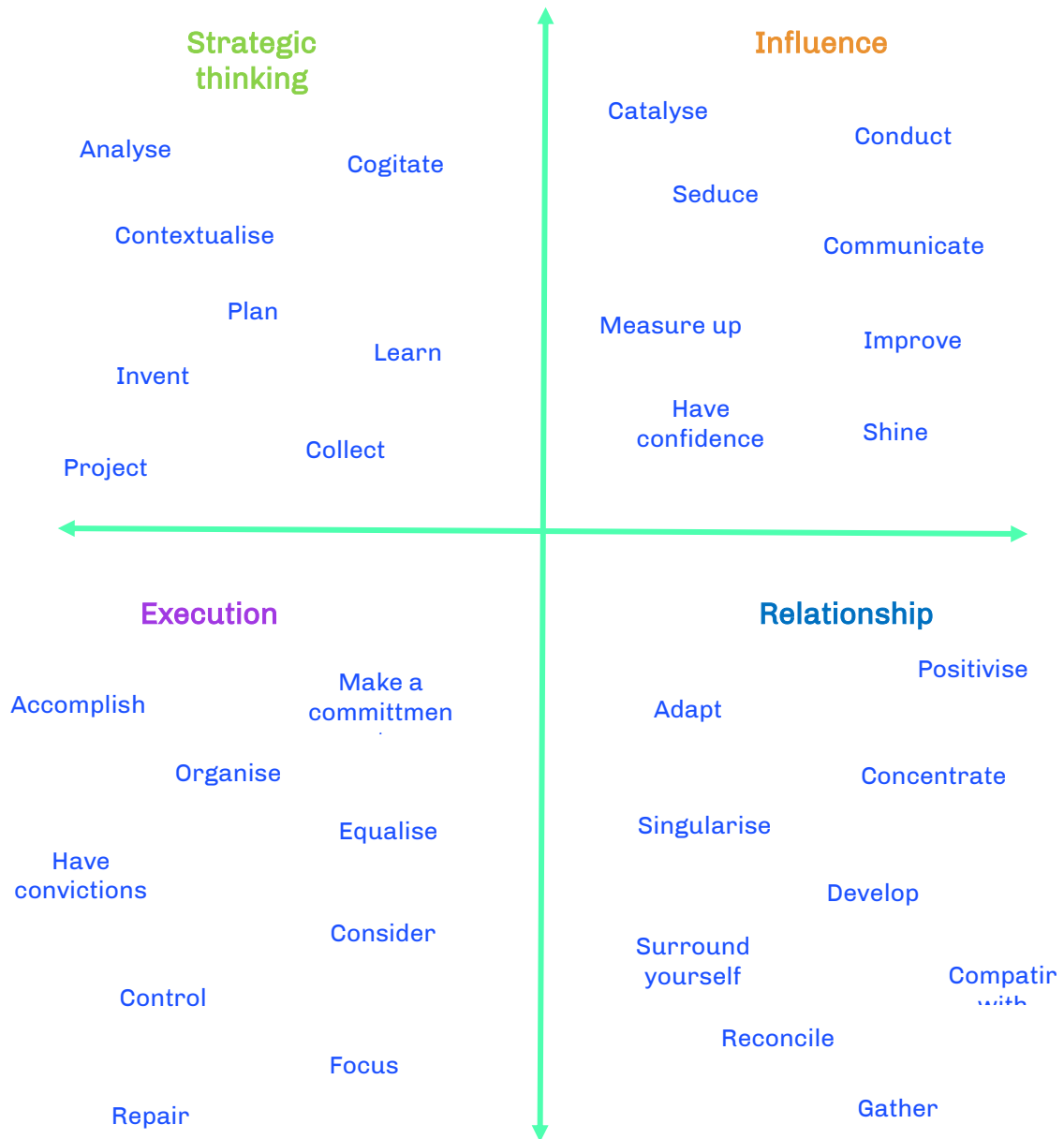
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CLASSIFICATION OF TALENTS



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