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FREE RESOURCE · INSPIRED

Discover your talents

5 clues to help you start working with your strengths on your own – based on Gallup's approach. For anyone who wants to get to know themselves better.



InspirED • strengths-based training and coaching
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before you start

Talent is only the beginning

Each of us has natural, recurring patterns of thinking, feeling and behaving. Gallup calls them talents. They only become strengths when you consciously invest in them – with knowledge, practice and experience.

Talent × **Investment** = **Strength**

Talent

A natural way of thinking, feeling or behaving that you can apply productively.

Investment

Time spent practising, gaining knowledge and building skills in the area of a talent.

Strength

The ability to consistently deliver near-perfect performance in a specific area.

how to use this resource

1. **Observe yourself**
   For a week or two, pay attention to the 5 clues on the following pages. Don't judge – just notice.

2. **Take notes as you go**
   Write down specific situations in the talent journal on page 5. Details are more valuable than generalities.

3. **Look for patterns**
   A talent shows up again and again, in different situations. What repeats itself is the most valuable clue.

4. **Ask others**
   Others often see our talents more clearly than we do – because they come to us too naturally.

5 clues

Where to look for talents?

1

YEARNINGS

What are you drawn to?

Yearnings are activities you return to without outside encouragement – often since childhood. A strong pull is a sign of a talent that wants to be used.

ASK YOURSELF

- What do you do when nobody tells you what to do?
- Which tasks do you volunteer for?
- What were you interested in as a child?

EXAMPLE

Before anyone asks, you bring order to a chaotic project – you create a list, a plan, a schedule.

2

RAPID LEARNING

What comes easily to you?

When you learn something noticeably faster than others and feel that “this is mine”, you have probably found an area of talent.

ASK YOURSELF

- What did you learn surprisingly quickly?
- What do others often ask you to do because “you’re good at it”?
- What do you understand intuitively, without instructions?

EXAMPLE

A new tool at work? After one afternoon, you’re the one explaining to others how it works.

3

SATISFACTION

What gives you energy?

Talents are a source of energy. Notice the activities that leave you feeling stronger rather than drained – even if they were demanding.

ASK YOURSELF

- After which tasks do you have more energy than before?
- What are you proud of from the last month?
- What do you enjoy that others find tiring?

EXAMPLE

After a difficult conversation with a client, you feel not tired but satisfied that you reached an agreement.

4

LOSING TRACK OF TIME

When does time flow differently?

If you lose track of time during an activity and become completely absorbed in it, you are most likely using your natural talents.

ASK YOURSELF

- What made you forget to take a break recently?
- Which tasks absorb you so much that you don't notice anything around you?
- What do you do "in flow"?

EXAMPLE

While preparing a presentation, you suddenly realise three hours have passed and you haven't even looked at your phone.

5

GLIMPSES OF EXCELLENCE

When are you at your best?

Moments when you perform exceptionally well – often without special preparation – are traces of a talent you can consciously develop.

ASK YOURSELF

- When did someone last praise you for something that came naturally?
- In which situations does everything "just fall into place"?
- If you had to teach others one thing – what would it be?

EXAMPLE

Your manager says: "Nobody could have run that meeting like you did" – and to you it felt completely ordinary.

Bonus: ask 3 people who know you well

Their answers are often surprising – and confirm what you notice yourself.

"When do you see me at my best?"

"What can I help you with better than others?"

"What do I do so naturally that I probably don't notice it?"

3 myths about talents

"A talent is something special, like singing"

A natural need for order, curiosity about people or ease in making contact are talents too.

"Talent is enough"

Without investment, talent remains potential. A strength is a talent developed with knowledge and practice.

"Fix your weaknesses first"

Weaknesses are worth managing, but the greatest growth happens where you already have a natural advantage.

printable

Talent journal

Every day, write down one situation in which you noticed one of the clues. After a week, look for patterns.

Day	Situation – what exactly was I doing?	Clue (1–5)	What talent might be behind it?
Day 1			
Day 2			
Day 3			
Day 4			
Day 5			
Day 6			
Day 7			

1. Name it

How would you describe your talent in your own words?

2. Claim it

How does this talent help you today – at work, in learning, in relationships?

3. Aim it

How can you consciously use it more often in the coming week?

what's next?

Ready to take the next step?

Observing yourself is a great start. If you want to get to know your talents in more depth and learn how to use them, we can help.

CliftonStrengths assessment →

The Gallup assessment that shows the order of your 34 talents. Together with the report, you get an individual debrief session with a Gallup-certified coach.

Individual sessions →

One-to-one work on using your talents as a leader, manager or specialist – at your own pace and on specific situations from your work.

Team training →

"From talents to Gallup strengths" and other workshops that help your team discover its talents and learn to work better together.

Not sure where to start?

Book a free 30-minute online consultation. We'll talk about your needs and suggest the best first step.

inspiredtraining.pl • biuro@inspiredtraining.pl • +48 606 583 636

Book a consultation

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