



TALENT DYNAMICS

Career Directions

By taking a talent-based approach to your career direction, you keep yourself heading toward the right career even when the actual direction shifts over time.

Each of us has particular talents. Most likely you enjoy doing these things and you find that people respond well to you when you do them. Perhaps they're things you gravitate towards during out-of-hours activities, and that people respect you for.

When you develop these talents as far as you can, you can make your greatest possible contribution personally and to the environment in which you interact, enjoying personal and professional satisfaction that goes along with this.

We'll look at using the **Talent Dynamics** development tool as a way of looking at your preferred way of working relative to other people.

Talent Dynamics

Talent Dynamics is a strengths-based profiling system based on the I Ching designed to help you get more into your "*flow*". One of the conditions required for flow in the workplace is a close alignment between a person's natural skills and abilities and the role they are in. People who regularly attain flow in their work report high levels of personal satisfaction and happiness as well as extraordinary productivity. These people can be trusted to deliver because they are working from their strengths.

Flow is a mental state researched and described by psychologist Mihaly Csikszentmihalyi and many others as being the state of optimal performance, when the whole person is fully engaged in their work without distractions or inner conflict.

What is covered in a profile?

Your Talent Dynamics profile will assess your personality, strengths, productivity, values and behaviour, to determine which job roles you are best suited to and why. Knowing your value means you can concentrate on your own strengths and allow others to use their strengths in areas that would take you out of your flow.

This is not about being right or wrong. It is simply an understanding of why we behave as we do when left to be our natural selves, and how we can harness this and work with others to complement each other's strengths.

The Talent Dynamics profile provides you with a path by identifying strategies and steps to focus on. It will give you insights and clarity on yourself and your interaction with others. It will more than likely raise some questions, which of course we are more than happy to help you with.

Your profile can help you fully understand your “value” and show you how to share it with others. Your “value” comes from Trust. Trust is a measure of how much value you bring to the table. If consumers trust a company, they will always have a place in the market: the higher the trust, the more successful .

Similarly, if you add value either to your role within your team or to the organisation you are a part of, your position will likely remain safe. It is when you stop adding value and others feel they cannot trust you that your place in the role or organisation diminishes.

What's in your Profile Report?

- 1. Your Talent Dynamics profile:** this shows you the most natural activities you should focus on to stay in flow.
- 2. Role models who share your profile:** which famous role models you should study and learn from.
- 3. Your strengths and challenges:** what gets you into your flow, what are distractions and what are opportunities.
- 4. How to create value using your profile:** how to channel your strengths in a way that the world responds to favourably.
- 5. Talent Frequency breakdown:** you can see your balance of energy and understand why you do what you do.
- 6. The value you need to own:** how to take even small amounts of value and get it into the hands of many. Roles to increase or destroy trust and flow.

WHAT NEXT? Find out how to be the best you can be!

1. Take your own Talent Dynamics profile test now.

Go to <http://talentconsortium.com.au/solutions/talent-dynamics/> and take action today. This includes a 10-page follow-up report.

2. Arrange your individual Talent Dynamics profile PLUS a one-hour debrief session with a Talent Dynamics Performance Consultant.

Contact Sharon Parcell - see below.

The debrief session will cover: the results of your profile test; discussion of your areas of greatest flow; career options based on your Talent Dynamics profile.

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