

Talent Discovery Form

Interview Date: _____

Coach: _____

Interviewee: _____

Talent Discovery Form

Your Top Five Talents	First reaction to this Talent
1	
2	
3	
4	
5	

Please take the coaching page for your 1st Talent and read out loud the summary statement. How strongly does that resonate with you? Now read each statement and comment how strongly do you agree it describes you?

1.

In your own words, how would you describe this Talent in your life?

Share each of the intrinsic needs and motivations and ask for a response.

Please turn to the coaching page for your 2nd Talent and read out loud the summary statement. How strongly does that resonate with you? Now read each statement and comment how strongly do you agree it describes you?

2.

In your own words, how would you describe this Talent in your life?

Share each of the intrinsic needs and motivations and ask for a response.

Please turn to the coaching page for your 3rd Talent and read out loud the summary statement. How strongly does that resonate with you? Now read each statement and comment how strongly do you agree it describes you?

3.

In your own words, how would you describe this Talent in your life?

Share each of the intrinsic needs and motivations and ask for a response.

Please turn to the coaching page for your 4th Talent and read out loud the summary statement. How strongly does that resonate with you? Now read each statement and comment how strongly do you agree it describes you?

4.

In your own words, how would you describe this Talent in your life?

Share each of the intrinsic needs and motivations and ask for a response.

Please turn to the coaching page for your 5th Talent and read out loud the summary statement. How strongly does that resonate with you? Now read each statement and comment how strongly do you agree it describes you?

5.

In your own words, how would you describe this Talent in your life?

Share each of the intrinsic needs and motivations and ask for a response

TALENT DISCOVERY FORM

What Talent Themes do you feel contribute most to what you do best in your current role?
Can you give me a recent example?

Can you recall people affirming your use of these talents in your current role?

If you could what would you change in your current role to maximize the use of your Talent Themes?

How do you use your Talent Themes in your relationships?

Family:

Friends:

Coworkers/Work:

TALENT DISCOVERY FORM

Which one or two themes would you like to focus on developing over the next six months?
 What measurable outcomes would you like to achieve in that time with this talent theme?

Let's schedule a follow up meeting to see how you are developing your talent themes and to see what questions you may have.

How would you rate this person's level of self-awareness with each of their top five themes?

Your Top Five Talents	Self Awareness with this Talent
1	
2	
3	
4	
5	

Has this person received their top five talents with enthusiasm?

Your Top Five Talents	Reception towards this Talent
1	
2	
3	
4	
5	

How well is this person integrating their talents into their roles, relationships, goals etc.

What are the measurable goals for talent development and what are the target dates to achieve them? _

TALENT DISCOVERY FORM

What is your last Signature Strength and First Auxiliary Strength?

What is your first Non pattern Strength?

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What is the follow up date you have set? By phone call? SKYPE/Zoom? In person meeting?