

Talent Mapping Protocol

Purpose

- To explore and identify individual strengths (or talents).
- To gain a deeper understanding of the drivers and shadows.
- To foster team collaboration and leverage talents to achieve a common goal.

Time

30-40 minutes

Materials

- Talent Cards (one set of 35 talent cards for each participant in envelope)
- Talent Map poster
- Handouts
 - Individual map
 - Drivers and Shadows
 - Characteristics of Talents
 - Reflection questions
- Post-it flags
- Sharpie markers
- Timer
- Set up tables in groups

Process

1. Start with 3 piles, “yes, maybe, no.” Which ones give you the most energy or do you thrive on when you do this the most? Take five minutes to narrow down to your top five.
2. Mark your top five talents on the individual map.
3. Read about your talents in the characteristics document.
4. Identify your “Drivers and Shadows” and highlight your top five on the chart provided.
5. Individual reflection on drivers:
 - i. Which drivers do you find yourself using the most?
 - ii. Which of these talents do you express the most in your current position?
 - iii. Which of your drivers has the greatest impact on your team?
6. Individual reflection on shadows:
 - i. Which shadow might be impacting your team?
 - ii. Which talent, if more fully developed, could better serve yourself and your team?

*Note: It is important to mention that shadows are not negative, they are simply an attribute of your talent that has not yet been fully developed. Provide an example of a shadow.

7. Write names on flags and place on talent map, discuss notices and wonderings.
8. Team Reflection
 - i. What do you notice?
 - ii. What blind spots do you see?
 - iii. What does the talent map tell you about your team?
 - iv. What could this mean about the way you communicate and relate to one another?
 - v. What are the implications this could have on your team?