

Take Charge of Your Talent: Three Keys to Thriving in Your Career, Organization, and Life




DSD TALENT TEAM
KEY #2, JUNE 17, 2021

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1

Big picture

Overall program objective: help you express your talent more fully and enjoy greater satisfaction

Three keys:

- #1 Power Up Your Talent Story
- #2 Accelerate through Obstacles
- #3 Multiply the Payoffs for Yourself and Others

2

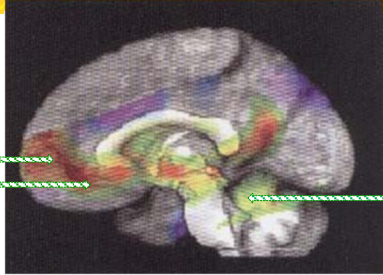
Objectives for today's session

- A. Brief review of Key #1 experience and check in.
- B. Review and discussion of Key #2 and tools
 - Describe tool
 - Illustrate use
 - Give some time for you to start using the tools
- C. Outline of prep for Key #3 session



3

Hope stimulates best thinking



Source: Antonio Damasio

4

Talent Catalyst Conversations





5

What did you accomplish with Key #1?

- a. I completed Talent Catalyst Conversations as Hero and as Catalyst.
- b. I only completed a Conversation as Hero.
- c. I only completed a Conversation as Catalyst.
- d. I haven't yet completed a Conversation in either role.

6

TAKE CHARGE OF YOUR TALENT™ PARTICIPANT GUIDE

DSD Talent Team
City of Fort Lauderdale

In "Handout" at www.DonMaruska.com/FtLauderdale

NAME _____
DATE June 17, 2021

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7

Questions for reflection Page 12

- How have your hopes begun to flourish?
- How are your hopes evolving?
- Which actions that you identified in your Talent Catalyst Conversation have you taken?

8

Key #2:



ACCELERATE THROUGH OBSTACLES

9

Obstacles  **Opportunities**



10

15 tools tailored to needs

A. Keep your hopes humming

1. Take 5
2. Make your hopes visible
3. Hope Holders
4. Get your "but" out of the way
5. Flip concerns to hopes
6. Craft an inspiration story

B. Grab opportunities to grow

7. Recipe for Growth
8. Develop Inner Qualities
9. Resource Power-Up

C. Challenge yourself to stretch

10. Healthy stretch
11. Self care
12. Talent Fulfillment Team
13. Talent Action Plan
14. Daily Action Pack
15. Surgeon's Schedule

11

Key obstacles you want to overcome

- Not enough resources
- Not seeing opportunities
- Many concerns feel overwhelming
- Lack of time
- Difficult to get started and keep momentum going

12

Tools for use in today's session

- A. Get your "but" out of the way
- B. Develop your inner qualities
- C. Expand your resources
- D. Slice through overwhelming workloads
- E. Make successful requests
- F. Prepare your Talent Action Plan



13

Get your "but" out of the way

I hope to

~~BUT~~ I [lack will, resources, time, a plan, etc.]

How fascinating!

AND ... I [lack will, resources, time, a plan, etc.]

What can I do with that?

14

Develop your Inner Qualities (IQs)

Page 16

Which inner qualities will help you realize your hopes?

Inner Qualities you have	Inner Qualities you'd like to develop	Inner Qualities you want to tap from others

15

Expand your resources

Page 18

100 RESOURCE CHALLENGE <small>(begin your list here and continue on additional sheets)</small>	CURRENT RESOURCE USAGE %	ACTION TO INCREASE RESOURCE USAGE %

16

Create resource mash-ups

Page 19

RESOURCE #1	RESOURCE #2	RESOURCE #3

17

Use a Surgeon's Schedule



18

Slice through overwhelming workloads

Book page
109-11

1. Identify your most productive time of day/week.
2. Block out times for your most important projects.
3. Set up a system to handle other demands during that time.
4. Train others to honor your schedule.
5. Sustain the practice for at least three weeks.
6. Enjoy the results.

19

Make successful requests

Book page
101-3

- Intention – what, why, and value to other person
- Observation – factual, no judgments, “I” statement
- Request – simple, direct statement, open to response
- Confirmation – restate agreement and conclusion

20

Prepare your Talent Action Plan

Page 20

0. PREPARE YOUR TALENT ACTION PLAN
(SEE PAGE 104 IN THE BOOK.)

A Talent Action Plan (TAP™) gives you a quick road map for your most important projects. It also gives you something concrete to discuss with people who can help you pursue your objectives. While you can search for responses to the questions on your own, you will gain additional value with a Talent Champion to interview you and offer additional insights and ideas.

What does your Talent Action Plan look like? Mark it as ready depending on completion of each, with responses to questions one with the questions below and record the answers for you. As with the Talent Catalyst Conversations, a generous listener will help unlock valuable insights for you.

YOUR TALENT ACTION PLAN (TAP™)

Your hopes (brief statement of your aspirations that the Plan will address)

1. What needs to be learned or developed for you to realize your hopes?
2. Why does it need to be done?
3. How will it occur?
4. Who needs to be involved?
5. When will it be completed?
6. Projected resources (number of hours, cost, coaching support, etc.) to complete it?
7. Impact on other priorities?
8. Reporting needs and coaching support to track progress and receive results?

21

Which of the tools would you like to use?

- a. Develop Inner Qualities (IQs)
- b. Expand Resources
- c. Create Resource Mashups
- d. Slice through Overwhelming Workloads
- e. Make Successful Requests
- f. Prepare a Talent Action Plan

22

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TAKE CHARGE OF YOUR TALENT

Don Maruska, Ph.D.

Calendar for program

- ✓ Key #1: Power Up Your Talent Story 10:30-11:45 a.m. EDT, Thurs., 5/20
- ✓ Key #2: Accelerate through Obstacles 10:30-11:45 a.m. EDT, Thurs., 6/17
- Key #3: Multiply the Payoffs 10:30-11:45 a.m. EDT, Thurs., 7/22

Resources at www.DonMaruska.com/FtLauderdale


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23

Key #3: Multiply the Payoffs for Yourself and Others

24

24

Ideas  **Assets**



25

Talent-Opportunity Equation


Your brand promise that creates a preference for you + **Proof points tangible assets** = **Opportunities you want**

26

TAKE CHARGE OF YOUR TALENT

Advance preparation for Key #3
10:30-11:45 a.m. ET,
Thursday, July 22

1. Focus on ways to make your talent tangible and valuable to yourself and others – Key #3.
2. Review pages 21-24 of Participant Guide.
3. Recommended: read pages 114-146 in "Take Charge of Your Talent" book
4. Super talent builders: complete the expanded brand exercise at www.DonMaruska.com/FtLauderdale



27

www.DonMaruska.com/FtLauderdale

Take Charge of Your Talent Program

Enjoy a productive and rewarding program for you to take charge of your talent. As we demonstrate, peak performance comes with people who have a hopeful frame of mind, view obstacles as opportunities, and find ways to translate their talent into tangible benefits for themselves and others. In that light, if you have any fears about the program ("Will this work for me?" "Will I look good?" "Where will it all lead?"), we encourage you to look at the helpful flip side ("I'm interested in exploring some new ways of looking at things," "I'd like to stretch and learn," "Let's see where we can go together!").

All materials and information for the program appear here or are linked from this landing page. So, you can return here to find what you need.

Preparation prior to Key #1: Power Up Your Talent Story, 10:30 a.m., Thursday, May 20

There are a few things for each of you to do before our first session "Key #1: Power Up Your Talent Story" at 10:30 a.m., Thursday, May 20, so that you get the most out of the session.

1. Complete the pre-program survey by May 17 so that I can compile the results. The survey should take less than 5 minutes to complete. Your candid responses will remain anonymous and help you get more out of the first session.
2. Download your personal copy of the Take Charge of Your Talent Participant Guide and read pages 2-11 and be thinking about the questions in the Talent Catalyst Conversation (but you don't need to have the answers figured out). We'll be discussing Talent Catalyst Conversations in the webinar. When you practice this key, you'll be in the role of the Hero in one Conversation and a Talent Catalyst for someone else in another Conversation. Note: The Guide will be your resource as you develop the next chapter in your talent story. The Guide is in an interactive PDF format. Please bring a hard copy or have the PDF available for each of the sessions.
3. Recommended: read the first 55 pages of the book "Take Charge of Your Talent. These pages provide background and insights for Key #1: Power Up Your Talent Story.

Want to see an example of a complete Talent Catalyst Conversation? Watch this 29-minute video of a live, unscripted, Talent Catalyst Conversation. See how a Conversation unfolds to provide fresh perspectives and actionable ideas. This session features an executive assistant and Public Information Officer for a local government agency with Don Maruska as her Talent Catalyst.

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"What are your hopes?" This video will help you think about yours.

28

How have you gained value from today's session?

Share verbally (or if time or connection doesn't permit, type in Chat)

29