

INSTRUCTIONS

# DISCOVER YOUR TALENTS

Original and effective career questions

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THEMA.

# INSTRUCTIONS

‘What am I good at?’ ‘What do I want in life?’ ‘What would I like the next step in my career to be?’ Do your team members, clients or students struggle with these difficult questions? The answers to these questions are now within reach. This game helps players to discover what they are good at, what they like to do and what is important to them. Once they know that, they can set goals and take action!

## **Players**

1 – 4 and an instructor (career coach, tutor, manager or HR manager)

## **Duration**

Two hours

## **Contents**

- 14 Talent cards
- 14 Value cards
- 14 Feedback cards
- 14 Goal cards
- 14 Action cards
- 4 Magic cards
- 1 Diamond card

### **Preparation:**

- > Make sure you have a timer (a phone with a friendly ringtone will do).
- > Hand out a Magic card to every player and explain to them that this card contains questions they can use to challenge each other further on the answers given.
- > Place the Diamond card in the middle and invite the players to give the Diamond card to a player when they feel that player is talking passionately.
- > Download a scorecard from the website ([www.thema.nl/spel-discover-your-talents/](http://www.thema.nl/spel-discover-your-talents/)) for each player.
- > Before you start to play, it can be useful to discuss with the group what the categories *talents* and *values* mean to them. (For your information: by ‘talents’ we – the authors of the game – mean the things you are good at, by ‘values’ we mean the things that are important to you.)
- > Create an atmosphere in which the players feel safe, free and respected.

# INSTRUCTIONS

This game is played in 10 rounds; playing cards are used in rounds 2 to 8. During every round there is only one stack of cards on the table. The rounds are played as follows:

- 1. Main question** (no playing cards): each player formulates a main question, which is the central question they would like to answer during this game. To help the players find a main question, you can give some examples, like 'What would I like my next job to be? Where do I want to do my internship? How could I make use of my interest in sports in my job? Where do I want to be in 3 years from now?' Ask the players to write down their main question on the scorecard and also to share this question with the group.
- 2. Talent cards:** put the stack of Talent cards on the table, facing down. The youngest player (player 1) picks a card and calls out the question on the card. Player 1 then answers the question. The other players and the instructor are encouraged to question player 1 further on their answer. By questioning the player true talents are more likely to be revealed. After a few minutes, it is the turn of the person on the left of player 1 to pick a new card and to repeat the process. This continues until each player has picked and answered a card.
- 3. Talent cards:** repeat the process of round 2. Put away the Talent cards after this round is completed.

4. **Value cards:** put the stack of Value cards on the table (facing down) and play the game as explained in round 2. Put away the value cards after this round is completed.
  
5. **Feedback cards:** put the Feedback cards on the table, facing down. Player 1 picks a card and calls out the question on the card. Player 1 then asks one or two players to answer the question. By answering the question these two players give feedback to player 1. Player 1 and the instructor can ask these two players to explain or illustrate their answers. After player 1 has been given feedback, the turn goes to the person on their left (player 2) and the process is repeated until the whole group has received feedback.
  
6. **Feedback cards:** repeat the process of round 5. Put away the Feedback cards after this round is completed.
  
7. **Goal cards:** first, the players have a short break while you (as the instructor) choose a Goal card for every player, which relates to their main question. After the break you hand out a Goal card to player 1. Player 1 calls out the question on the card. Player 1 then answers the question. You question player 1 further and link their answers to their main question. Do the same for the other players (clockwise).

- 8. Action cards:** put the Action cards on the table, facing up so the questions are visible. Ask each player to pick a card for the player on their left. Make sure it is a question which relates to their main question. Take a couple of minutes to choose the cards. As soon as every player has picked a card, player 1 hands the card they have chosen to the player on their left (player 2). Player 2 calls out this question and answers it (or executes the action on the card). Continue until each player has answered the question that has been chosen for them.
- 9. Reflection rounds** (no playing cards): player 1 tells the others which insights the game has given them so far and what their action point will be. Each player then repeats this process in turn until the whole group has shared their insights and action points.
- 10. Closure** (no playing cards): make agreements with each player on how they will commit to their action points. For example, you can
- \* schedule a coaching session with each player
  - \* ask the players to send you an e-mail within a month in which they give feedback on their experiences
  - \* have the players contact the player who chose their action card and discuss their results.

## ADVICE FOR THE INSTRUCTOR

- Use a timer to keep up the momentum: 2 - 3 minutes per question.
- After a question has been answered, put the card on the bottom of the stack.
- If there is only one player, the instructor gives feedback. The player can also take the Feedback cards home and ask friends or relatives to answer the questions on these cards. Or they could take pictures of the Feedback cards and send these to friends or relatives.
- Advise the players to take notes on the scorecard, starting with writing down their main question. All the other questions should help to answer the main question.
- Keep in mind the main questions of the players (you can write them down if you like). Whenever possible do refer to the main questions, for example by asking the players: 'what does your answer say about your main question?' This way you help the players to focus during the game.
- Encourage the players to ask each other helpful questions. The questions on the Magic cards will help them to do this.
- You could point out to the players the benefit of also thinking about how they would answer some of the questions being asked to other players. They could write down the answers to these questions on their scorecards.
- The Diamond card can be used by the instructor and the players. The Diamond card is given to a player when you feel they are talking passionately. Handing out the Diamond card will make a player more conscious of their passion.

- In case you have over two hours to play this game, you can play extra rounds. Have a look at the main questions of the players to decide which extra rounds you are going to play. For example would they like some more feedback, a deeper insight into their values, an extra action point, etc?



# FEEDBACK

ASK THIS  
QUESTION  
TO ONE OR  
TWO OTHER  
PLAYERS

**Which character traits do you like most about me?**

# FEEDBACK

ASK THIS  
QUESTION  
TO ONE OR  
TWO OTHER  
PLAYERS

**Please choose an object that says something about me and explain your choice.**

# FEEDBACK

ASK THIS  
QUESTION  
TO ONE OR  
TWO OTHER  
PLAYERS

**Suppose you would start your own business and you would ask me to be your business partner. What role would I play in your enterprise?**

# TALENTS

**Which tasks are you often asked to do at work/  
college/university?**

**Are those the tasks you really like to do?**

# TALENTS

**Which of your talents do your colleagues/fellow students most value?  
How do you know that?**

# TALENTS

**Remember the performance appraisals you had in the past.**

**What did you get praised for by your manager?**

If you have never had performance appraisals, please pick a new card.

# TALENTS

**Next week, you will move to another country. Your manager (or mentor) just held a farewell speech in which your talents were mentioned. What did they speak about?**

# VALUES

**Which aspects of your current job would you miss most if they were gone?**

(If you are unemployed at the moment, think of your last job.)



# VALUES

**Which aspects of your company/university  
make you proud?**

# VALUES

**Which requirements, apart from salary, should your job meet?**