

AT A GLANCE: THE TALENT FINDER

GATEKEEPERS are overly protective of their people and the status quo, treating people like resources, pigeon-holing them and limiting their visibility and growth. Gatekeepers believe:

- Intelligence is elite, relying on a small group of favorites.

TALENT FINDERS identify and label genius in the people around them, putting it to use, stretching and strengthening the talent. Talent Finders believe:

- Everyone has talent and something to contribute.
- Genius comes in many forms, and finding it unlocks discretionary effort.

Three Practices of the Talent Finder:

1. *Scout out diverse intelligence*—Gain access to the best talent, and find ways to bring this talent to their teams. People are often drawn to work for the Talent Finder.
2. *Find people's native genius*—Study people, finding each person's natural strengths and passions. **Native Genius** is something people do, not only exceptionally well, but also absolutely naturally. They do it easily (without effort) and freely (without condition).
3. *Utilize people at their fullest*—Put people where they can excel, leveraging native genius and building capacity.

Becoming a Talent Finder:

1. Utilize the genius on your team by completing the *Find the Genius Experiment*.
2. Complete the *SuperSize It Experiment* to allow a team member to grow into new responsibilities.