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The efficient use of your energy is challenged and tested by how you construct the many orbits that emanate from your Learning Leadership. This Personal Culture which is as unique as your fingerprint becomes your brand. It is what people remember about you and what they say about you when you are not in their presence. Its external authenticity manifests the internal reality of your Inner Life. What we think about is where we live and where we live is the source of our optimal, centered selfhood.

Within the many dimensions of your mind, in the privacy of its actions here is where the core of the nuclear reactor splits the atoms of feelings and thoughts into a stew of chemicals that engages, channels, empowers, transforms and finally transcends the essence of who they are, what they will become and what will remain after they are gone. This cosmic perspective illuminates Archetypal Energies that directs your unconsciousness to be the engine driving both your intuition and perception. Our unconsciousness is a vast mysterious iceberg; mostly unseen but very influential.
“We” Culture advances the principle of Trust, Learning, Cooperation, Achievement and Innovation. These are the frameworks of your thoughtful response to the social illness of the “Us” Culture. These attributes are the counter balance to Escapism, Entitlement, Materialism, Incivility and Greed. The “We” Culture’s values and virtues are tools in your toolbox that will empower your ascent.

Mindful of this, your behavior fills your world with a core of individuals who support your Inner Wisdom belief structure. Your Wisdom Team become a strong compass who help preserve your direction. These are not walls of warriors, like an army to fight an adversary but circles of positive energy’s unconditional love that lift you up far above all the nonsense so that you come to a place where all of the noisy clutter of the “US” Culture has nothing to do with the way you live. Like a person who awoke from a long sleep you see the world with newly bright eyes holding deep inside you a secret wise strength that makes you always safe.
Investment Relationships

If your expect only the very best that is exactly what you are going to get! So **Positive You** is an optimist who sees every glass more than half full and every person with a gift to be shared with the entire world. This Personal Culture and lifestyle philosophy day-by-day builds your Ultimate You House of Wisdom.

It is of primary importance to become a Personality Expert and Human Capital Technician able to dissect the many layers of relational exchange. In the complexity of these exchanges and your ability to re-architect these experiences you will find quantum growth in the many circles of the people within your House of Wisdom. These skills become a key part of your Ultimate You Brand that with time builds your influence in the Community of Purpose.
This Ultimate You Brand is a state of mindfulness that fuels the Investment Relationship Dynamic. These relationships are long-term and in some cases life-long mutual engagements where everyone learns and grows together. This is not some abstract theory but something that I have witnessed in its real-life success. The Circle of Trust is the starting point where you are the center lynchpin coordinating a culture of positive thoughts, feelings and behaviors.

This Relationship Mindset is one that wants everyone to win. Your Circle of Trust accepts the learning premise of Talent - Things You Do Well and Growth - Things You Need To Learn as a guiding working knowledge framework of how each person possesses a predominate Talent Mindset. These frameworks establish the boundaries of the Investment Relationship Dynamic.
Crafting a long-term, committed vision is one of the most excitingly enjoyable parts of our life. The person who makes their work—their play—never works a single day. Here is where your Compelling Passion becomes your daily compass that through your intuitive perception directs the building of your Personal Vision.

No one created a vision and successfully executed it all by themselves but in the context of a **Community of Purpose**. This requires a network of diverse people who bring the wealth of their talent resources to support you.

Having an understanding of relationships and various forms of relational energy will greatly enhance the successful execution of your vision. Becoming a Personality Expert is a critical factor in developing the level of discernment necessary to build all of the teams, groups, and organizations that will surround you all of your life.
Human Capital is the most valuable of all performing assets and the management of its energies is an art form of skillful sincerity.

The creative combination of these personalities actually accelerate your effectiveness as it empowers a unique dynamic chemistry that make you a Stand-Out Brand in a world that is filled with so much mediocrity.

Sustainable excellence can be achieved by always focusing on the quality of the relationships in your many circles. To neglect or ignore this consideration is a fatal flaw that will impair if not derail your ability to expand your Personal Vision.

There are four distinct Talent Mindsets that are easily identified through the manner they deal with challenges and apply their specific Solution Strategy.
These Solution Strategies reveal in an instant the way they think. This thinking is an automatic stimulus-response that is rooted in their DNA. It is as personal as a fingerprint and is the talent that they do best, easily and with precise near effortless accuracy; for it is the unique gift you received at birth.

These four Talent Mindsets are driven by two different types of energy. Intellectual energy fuels the Analytical and Deductive minds. Emotional energy inspires the Creative and Empathic intentions.

**ACHIEVERS** apply the Analytical method to their **Solution Strategy** in which they divide the challenge into many small parts, reorganizes the dots and reconnect them in a new more productive configuration.

**INVESTIGATORS** apply the Deductive method and meticulously research the root cause, verify its validity and justify the course of action upon a very specific set of standards.
These four Talent Mindsets are driven by two different types of energy. Intellectual energy fuels the **Analytical** and **Deductive** minds. Emotional energy inspires the **Creative** and **Empathic** intentions.

**CONTRIBUTORS** infer and infuse their Creative Imagination to the challenge at hand, think out of the box and communicate several unique solution strategies to get the task accomplished.

**COMMUNICATORS** elicit their Empathic beliefs of cooperative collaboration as the best solution strategy. The collective efforts of the Community of Purpose possesses mutual consensus that is superior to any other approach; as it is the one with the greatest possibility for sustained results.
Each mindset has a very specific influencing style and primary motivation.

Achievers **Empower** with the objective of building **Confidence** to maximize the talents of those who surround them.

Investigators **Validate** with their precise observations to build **Trust** in establishing a level of authentic interaction.

Contributors **Inspire** with their gifted and colorful imaginations to allow an open and **Creative** environment.

Communicators **Embrace** our shared values and smooth the rough edges of the debate to consider the superior results that **Collaboration** achieves.
Community of Purpose
Community of Purpose

The **Community of Purpose** is a dynamic and active environment where diverse individuals share a unity of intention; a single thread that unites and integrates many minds into a collective consciousness.

In our most fundamental design we were created to be social organisms who are not as the popular culture will have you believe, stand alone individual islands, but interactive, interdependent entities who learn, achieve and grow in a collective process of sharing, caring and loving each other. Humanity is Tribal by its nature as it affords so many supportively affirming elements beneficial to our growth.

In its purest form this Community of Purpose is a place that brings meaning to life and becomes the reference point to measure a wide range of personal accomplishments and life achievements. Its nurturing energies are essential to possessing a healthy well-balance mind and positive spirit.
Community of Purpose

It is impossible to find your truth or create your vision unless you are rooted in the learning experiences of a community. Your Learning Legacy reflects the cycle of birth, life and regeneration in which you pass your gift forward.

To understand this further one must have a functional knowledge of cognitive development; the natural intellectual process of how people learn, grow and develop. This is a beneficial point of reference when you are forming relationships as it will completely change the way you think about yourself and your relational intentions with other people.

In considering cognitive development there is first the things you do well. These are natural talents that you received the day you were born and are instinctively coded in your basic physiology; all you did was show up.
Community of Purpose

The only positive choice here is your will to use these skills wisely and perfecting them to the point that you become an expert in that specific area. Each individual is accorded their own talent that is a unique gift that, more than an option to be used wisely, it is their primary obligation in terms of their destiny to develop, share and polish them to a diamond-like perfection.

The second cognitive element is things you need to learn, these are your talent growth opportunities. These list of talents did not come with the human package that was your designed model and received at birth. So to grow them you diligently need to work with patience and persistence. We are all so fortunate for within the Community of Purpose there is the collective intelligence and expertise to develop any talent you might like to improve.

It is up to you to find the correct resources and time to gain these new skills that will greatly enhance your selfhood and ability to develop the Ultimate You.
These two processes work well when there is an environment of mutual understanding as this is the firm foundation for all successful relationships. Relational interaction is best achieved within an environment of mutual caring and sharing where Listening is the primary focus of each interaction.

There is such a large amount of information to process and if your objective is to live a good quality life your task is to encourage vibrant dialogue as we learn twice as much when we are listening then when we are speaking.

It is best to view these diversity of talents as various personal expressions that creatively communicate the unique talents and Personal Culture that each one of us possess. These personal cultures are Your Brand that when well developed and managed expand your influence, impact and significance.

The key factor to remember is that your talent is only as useful as your ability to establish a relational environment that can create solutions and improve the quality of others peoples live. Positive Life is not about being an armchair observer but a roll-up-your sleeves active participant.
Learn Your Expertise

- Relationship Mindset
- Solution Strategy
- Talent Mindset Leadership
- Talent Mindset Growth
Relationship Mindset
The Champion Leader of collaborative efforts whose bright persona possesses the expectation of trusting everyone until the contrary is demonstrated. In his / her world everyone wins and this outlook makes them highly effective team leaders that set their standard of trust through their own authentic behavior.
Relationship Mindset

DEFINES RELATIONAL LEADERSHIP TRUST

TRIBAL CHIEF

IN & OUT LIMITED TRUST

This is the Tribal Chief who carefully selects whom trust is to be granted. He/she lives in a world of cooperation and sharing but only to an exclusive group that is to their personal liking. Together we win is their operating statement as this leader models strong authentic skills but limits them to only his/her many circles of influence that have been grant access.
This is the Samurai who is motivated through control and competitive achievement. He / she possesses a devalued sense of trust and does not believe in authentic cooperation. everyone is a resource to be exploited and every interaction is valued on the basis of a one time deal. They focus only on short term objectives with a simple motto I always win.
Relationship Mindset

DEFINES RELATIONAL LEADERSHIP TRUST

UNDERDOG

ALWAYS OUT NO TRUST

The Underdog lives with a massive chip on their shoulder and views the world from a disconnected perception of distrusting everyone as they believe that no one wins. Their negative approach makes them a poor leader, partner and resource. Their life is focused on survival by means of exploiting anyone or anything to achieve that shallow objective.
Solution Strategy
Solution Strategy

Analytical Achiever

Your Primary Focus is Achieving Results
You Divide Challenges into Many Small Parts, Reorganize the Parts and then Reconnect Them into a New Improved Format

You Empower People with the Objective of Building Confidence to Maximize the Talents of Those whom You Interact with. The great Coordinator of Resources, Projects and all Initiatives. The Achiever’s Mindset is highly motivated. They are usually the Tallest Blade of Grass in every organization and possess a vital energy that sparkles and makes them extremely attractive.

TALENT
Charismatic Dynamic Persona
Decisive Determined Confidence
Intensely Focused Intellect
Strategic Organized Execution
Consistent Productive Achievement

GROWTH
Impulsive Impatient Tendencies
Impaired Listening & Deliberative Skills
Hyperactive Overbearing Engagement
Over-Confident Assumptions
Inflexible Dominating Judgment
Solution
Strategy

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Talent Match

Administration
Athletics/Sports Management
Business Development
Corporate Manager
Entrepreneur
Operations
Solution Strategy

Deductive Investigator

Your Primary Focus is Functional Process
You Meticulously Research the Root Cause to Verify and Justify the Course of Action that will be Built Upon a Very Specific Set of Standards.
You Validate People with your Precise Observations to Build Trust in Establishing a Solid Environment for Authentic Interaction.
The Investigator highly engaged deductive mind is constantly processing information which is always measured against some set of standards. The Rule of Law governs this persona who is an uncompromising Advocate for Quality and Sustaining a Standard of Excellence in everything they do.

TALENT
Disciplined Logical Intellect
Detailed Precise Execution
Mindful Meticulous Analysis
Intensive Exhaustive Investigation
Dynamic Principled Leadership

GROWTH
Inflexible Extreme Stubbornness
Rigid Uncreative Imagination
Limited Listening & Engagement Skills
Unsupportive Determined Opposition
Obsessive Compulsive Perfection
Deductive Investigator

*Your Primary Focus is Functional Process*

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You **Validate** People with your Precise Observations to Build **Trust** in Establishing a Solid Environment for Authentic Interaction.

**Talent Match**

Account & Finance
Banking
Engineering
Law
Logistical Operations
Manufacturing
Medical
Science
Creative Contributor

Your Primary Focus is on Imaging Branding

You Think Out-of-the-box And Present a Series of Unique Solutions that Create Many Possible Options for Success
You **Inspire** an Open Environment of Creative **Imagination** that Re-focuses Every One to Dream Big and to Expect Excellent Results. The Contributor is like the early morning with the Sun Always Rising. Their infectious energy is essential to any organization that desires growth and future development. They are the **Visionary of New Opportunities** with their unbridled and sincere optimism.

**TALENT**

Original Unique Creativity
Intuitive Instant Perception
Sensitive Responsive Empathy
Ingenious Innovative Imagination
Passionate Enthusiastic Engagement

**GROWTH**

Overly Theoretical and not Practical
Zealously Inclusive without Critical Judgment
Disinterested with In-Depth Investigative Analysis
Unrealistic Expectations
Needs Approval and Affirmation
Solution
Strategy

Creative Contributor

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Talent Match

Advertising
Architect
Artist
Culinary
Designer
Journalism
Marketing
Musician
Retail
Empathic Communicator

Your Primary Focus is All About People.
You Apply Your Beliefs of Respectful, Mutual Exchange and Consensus to Build what you Believe is the Most Superior, Sustainable Results.
You Embrace Common Ground and Shared Values to Smooth Rough Edges of the Debate to Bring People Together and Discover the Superior Results of Collaborative Unified Interaction.
The Communicator serves the most critical role in so many organizations; a Bridge that Joins Everyone Together. Their cooperative spirit makes them the center of trust and this is why they are an Expert on Managing Human Capital.

TALENT

Caring Supportive Intentions
Superior Listening & Responsive Skills
Authentic Loyal Collaboration
Cooperative Flexible Partnership
Dependable Trusted Consistency

GROWTH

Strong Need For Validation
Idealistic Intention without Discernment
Impulsive Enthusiasm Absent Analysis
Emotionally Driven & Overly Sensitive
Passive Aggressive Engagement Style
Empathic Communicator

Talent Match

Administration
Counseling
Education
Hospitality
Human Resources
Ministry
Social Work
Therapist
Talent Mindset Leadership
Talent Mindset Leadership

Our Talent Is Divided Into Natural Gifts/LEADERSHIP
We Acquired At Birth And Learned Skills/GROWTH
That We Develop Through Determined Persistence

1. 
2. 
3. 
4. 
5. 

AA
Analytical Achiever

CC
Creative Contributor

DI
Deductive Investigator

EC
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**TALENT**

Disciplined Logical Intellect
Detailed Precise Execution
Mindful Meticulous Analysis
Intensive Exhaustive Investigation
Dynamic Principled Leadership

**GROWTH**

Inflexible Extreme Stubbornness
Rigid Uncreative Imagination
Limited Listening & Engagement Skills
Unsupportive Determined Opposition
Obsessive Compulsive Perfection
Talent Mindset Growth

Our Talent Is Divided Into Natural Gifts/LEADERSHIP
We Acquired At Birth And Learned Skills/GROWTH
That We Develop Through Determined Persistence

Analytical Achiever
Creative Contributor
Deductive Investigator
Empathic Communicator
Lead Your Strategy

Energy Exchange

Magic Moment

Best Brand
Energy Exchange
Investment Relations are all about developing an environment that is mutual in which your mindset is keenly focused on studying human behavior. In addition you need to rely strongly on your intuitive and perceptive skills to direct the process.

These unconscious energies will direct the natural flow that will become a rhythm and method of how you engage people. The success factor here is to do every thing in this process instinctively.

It takes some time to master this but when you authenticate which process works for you; the effectiveness of your abilities will surprise you.
Energy Exchange

This is a mind-shift for many people who are always speaking...Stop.. Be Silent! With the knowledge of the four Talent Mindsets, Look, Listen, Absorb and feel the energy, use of words, visual and body cues to develop a ten second analysis.

How do they Act? What are they doing? Now the most important question is, why and for what motivation to achieve which objective? What is not said but is observed?

Think of your task here like translating a foreign language into a format you can both quickly understand and form some mutual association.. the exchange has begun.
This is a little more difficult but essential to the process. With the information you have gathered and your knowledge of the four Talents Mindsets, you need to step right into the other person’s shoes.

Here is where you develop your best skills as a personality expert. This is part of the investment process as you seek to deepen your knowledge of the other person and begin to understand which path of communication works best for them.

What is their interactional style?
Now it is the time to offer support and personalize your advice as it removes so much judgment from the process and makes for a much less threatening environment.

Be extremely specific in your examples and reference them with many real-life situations. Use this to objectify your observations or opinions as it demonstrates sincerity and the strength of your authenticity... this is your **Learning Leadership** at its best moment.
Magic Moment
POSITIVE YOU

This is the opportunity moment where the lost art of excellent discussion needs to find a new level of open engagement. Here is an arena where great ideas, strengths, talents and many mutual learning moments take place.

What makes it magic is when there is sincere mutual exchange which is an unselfish sharing of two people who are mutually depositing their talent and knowledge into each other.

Such a rare giving of self does happen and for Positive You it is the keystone of who you are and what you do.
Some people get confused and believe that communications is all about speaking but actually effective communicators are acute listeners. Our mind learns twice as much when we are listening then speaking.

The art form here is the core of 360 Perception, to not only have a personal level of understanding but to have the perception to know that your message is understood in its clarity by the other person. You must always be mindful of the strengths and challenges each Talent Mindset possess and seek to tailor your method to use their strengths and assist them with their challenges.

Good discussion is a Dialogue not a Monologue by one dominate party. If you find that you are the one always speaking then just stop because you are not totally conveying your message.

You must use your emotional self more to gage this dynamic than your intellectual self. The objective here is to set the stage for creating solutions in which the strengths of the diversity of Talent Mindsets can excel.
This is where the information, like a raw product is processed into the beginning of the final product, in which the unique Solution Strategies of Directors, Judges, Philosophers and Facilitators present options, opinions and opportunities that demonstrate their individual strengths. The discussion is enriched by having the background knowledge of the four Talent Mindsets and valuing the expertise of each participant.

When done well Configuring is an experiential laboratory that is charged with creative energies that form an Innovation Platform where no concept is left unconsidered. This is the Ultimate You Magic Moment an opportunity to bring other people closer and more mutually joined in your influence orbits. This is the laser laboratory where clarity and precision creates world class thinking and creative ingenuity.
As the name implies, here is where the greatest learning moments of the Investment Relationship process takes place. Along with the lost art form of dialogue comes the even more challenging environment of compromise and consensus.

So much positive and creative energy is wasted through people’s inability to find common ground. Hopefully in possessing a more intensive knowledge of each individual’s personality, natural talents but more importantly their under-developed abilities an entirely more productive method of finalizing a collective solution mindset can emerge.
A creative mixture of your Thinking and Feeling Self is in order to map out a process that allows the best solutions to rise to the top. Convergence is all about Blending & Bending ideas, opinions and options. It is a messy affair and requires maturity and a great deal of Emotional Self-Regulation. There is no cookie cutter method to do this but having some framework and collectively agreeing to specific boundaries sure does make the process more efficient. Personal agendas and factions only still further muddy the waters and ensure that the solution chosen has very little effective sustainability.

My own approach is to list the available solution options and give each points for merit but conversely subtract points for their weakness. It does not take long through this objective process for the best strategy to rise to the top as the win/win solution.
CONSENSUS

If all the parts of the process are well executed creating a compromise of opinions to achieve a consensus easily comes together. My method is to think of all the participants and information as the Pieces. The challenge and complexity of the solution is the Puzzle. The collective set of Solution Strategies I engage is my Process. The consensus is the final Product which is the sum total of the Pieces, Puzzle and the Process.

The other key factor is having a mindset that thinks of everything as a part of a long-term strategy. This is the Wisdom Team Philosophy who rejects all short-term transactions but seeks long-term relationship experiences that mutually invest in each other’s future.

Learning and Growing is a Team Sport.
No one becomes successful all by themselves.