

InCite.

PERFORMANCE GROUP

THE NATURAL TALENT CLARIFIER™

THE NATURAL TALENT CLARIFIER™

- We all have Natural Talents!
- The Three Tests - Natural Talents are those things that
 - Give you great **Energy** when you do them
 - You do with a great deal of **Skill**, and you know that because people tell you
 - Produce significant **Results**
- The Purpose of The Natural Talent Clarifier™ is to help you “zero in” on your Natural Talents, so that:
 - You can focus more of your time on Natural Talent activities
 - Enjoy your work much more
 - Produce even better Results

WHAT ARE YOUR NATURAL TALENTS?

- **Here's how it works:**
 - a. **Review the list of “Things I Do at Work”. This is just a “starter list” and the items on it may or may not apply to you.**
 - b. **Delete the items that do not apply to you by simply crossing them out**
 - c. **Add the items that are missing by writing them in the spaces provided.**
 - d. **Give each item a score of 1-10 on each of The Three Tests**
 - **Energy**
1 = gives me no energy, 10 = gives me tons of energy
 - **Skill**
1 = no skill for this item, 10 = I'm really good at this
 - **Results**
1 – poor or no results when I do this, 10 = great results when I do this
 - e. **Total up the three scores for each item**
 - f. **Give the items a ranking (1 is highest) based on Total Score**

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	Activity	Energy (1-10)	Skill (1-10)	Results (1-10)	Total Score	Rank
1	Strategic Planning					
2	Dealing with staff issues					
3	Managing insurance company relationships					
4	Selling new business					
5	Managing existing client relationships					
6	Servicing existing clients					
7	Developing internal systems & procedures					
8	Managing the brokerage finances					
9	Recruiting & training staff					
10	Conducting performance reviews					

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	Activity	Energy (1-10)	Skill (1-10)	Results (1-10)	Total Score	Rank
11	Prospecting for new business					
12	Negotiating coverage & terms with CO's					
13	Chairing Sales Meetings					
14	Chairing Service Meetings					
15	Coaching sales staff					
16	Coaching service staff					
17	Giving technical advice to staff					
18	Coaching managers					
19	Dealing with IT issues					
20	Creating new sales & marketing programs					

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	Activity	Energy (1-10)	Skill (1-10)	Results (1-10)	Total Score	Rank
21	Community activities					
22	Making joint sales calls					
23	Sorting out claims problems					