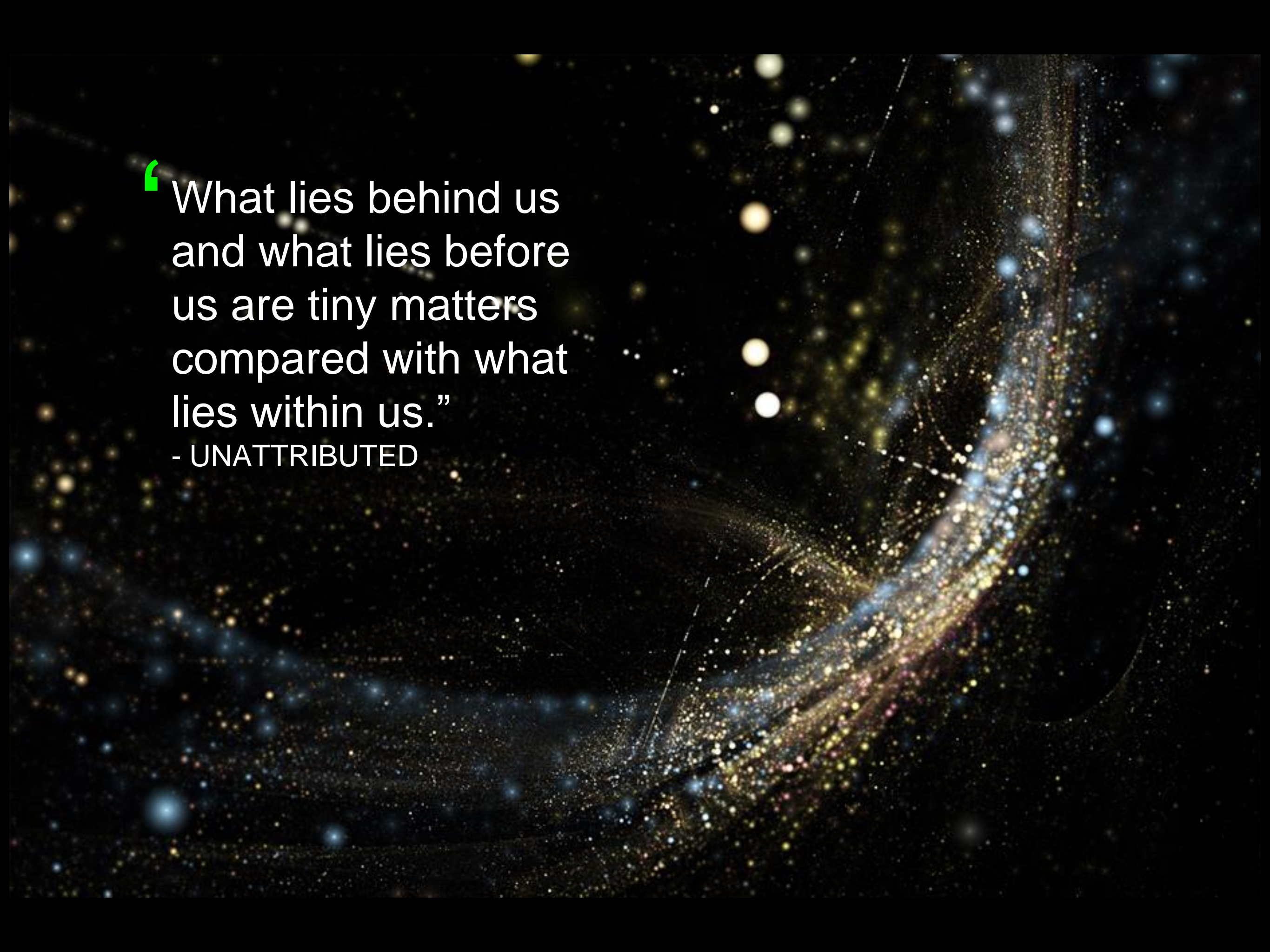


Your Natural Talent



‘ What lies behind us  
and what lies before  
us are tiny matters  
compared with what  
lies within us.’  
- UNATTRIBUTED

I am fearfully and  
wonderfully made

- PSALM 139:14

# Psalm 139:13-15

13 For you created my inmost being;

you knit me together in my mother's womb.

14 I praise you because I am fearfully and wonderfully made;

your works are wonderful,

I know that full well.

15 My frame was not hidden from you

when I was made in the secret place,

when I was woven together in the depths of the earth.

# Psalm 139:16-18

- 16 Your eyes saw my unformed body;  
all the days ordained for me were written in your book  
before one of them came to be.
- 17 How precious to me are your thoughts, [a] God!  
How vast is the sum of them!
- 18 Were I to count them,  
they would outnumber the grains of sand—  
when I awake, I am still with you.

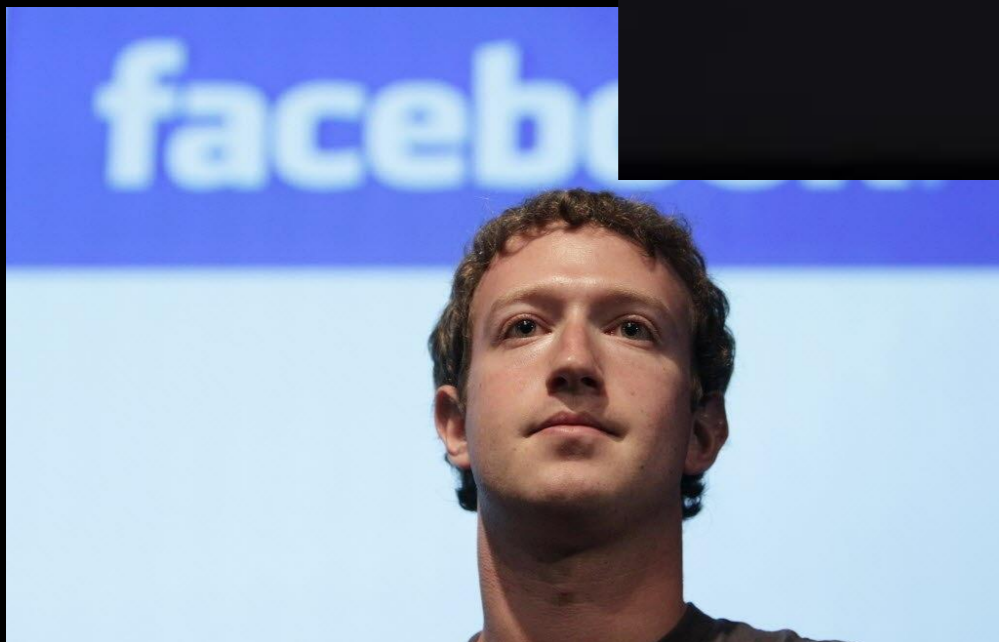
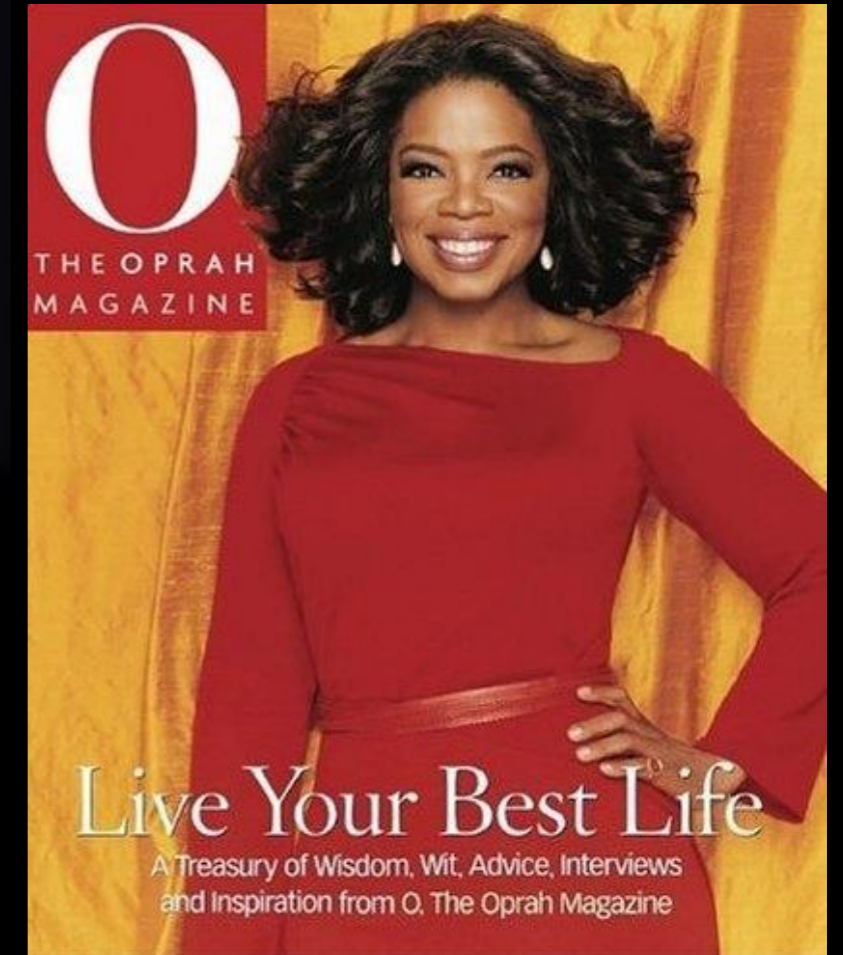
understanding how God created you  
gives you insight  
into God's will for you.

# let's think about you



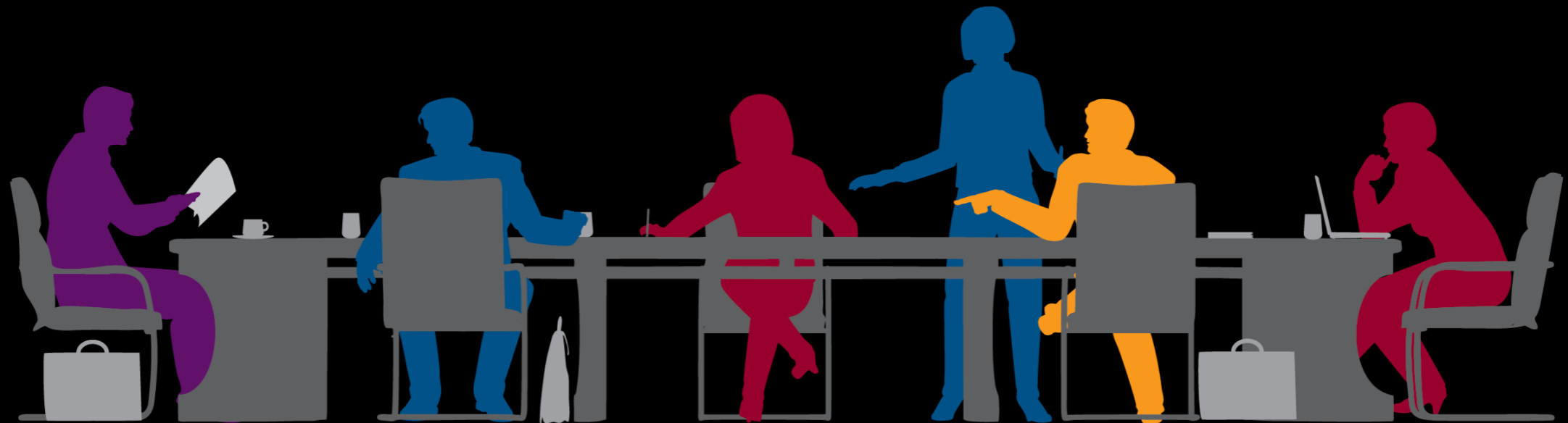
- What name do you prefer to be called?
- What is one positive word / phrase people use to describe you?

# stars are not well-rounded





The key to **success** is to fully understand how to apply your greatest **talents** and **strengths** in your everyday life.



# human development models

- **Conventional.** Maintain each person's strengths and work on fixing weaknesses leads to success.
- **Strengths-based.** Focus on each person's strengths and manage around weaknesses.

# why focus on strengths?

- **Only some behaviors can be learned.** This includes skills we can practice or knowledge we can pick up through a book or an experience.
- **The best in a role deliver the same outcomes using different behaviors.** They play to their natural talents and strengths and perform the activity in a way that works for them.
- **Weakness fixing prevents failure; strengths building leads to success.** We do need to address things that get in the way of our success, by managing our weaknesses to prevent them from becoming obstacles.

# discussion #1

of all the things you do well,  
which two or three do you do  
best?

people who focus on their strengths...



are **three TIMES** as likely to report having an excellent quality of life



are **six TIMES** as likely to be engaged in their jobs

# people working in the strengths zone...

- look forward to going work
- have more positive than negative interactions with coworkers
- treat customers better
- tell their friends they work for a great company
- achieve more on a daily basis
- have more positive, creative, and innovative moments

a strengths-based approach improves a  
person's **confidence**,  
**direction**,  
**hope**, and  
**kindness** towards others.

# stand up if you...

- talk to people in elevators, airplane, grocery stores, and wherever you go.
- like to organize by putting labels on things.
- make a list of things to do on weekends.
- need to pass the other car while driving.
- ask too many questions.
- push the elevator button — again. and again.



# everyone has talent

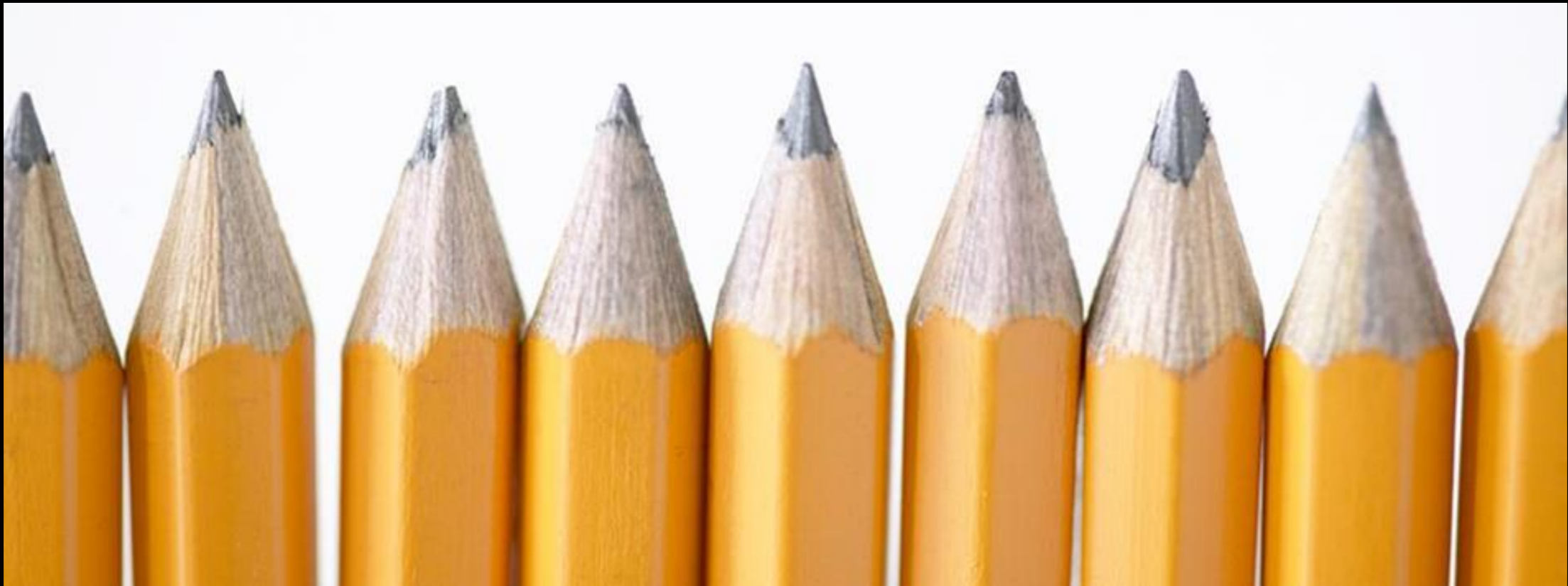
**Talent** is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

Examples of talent include:

- easily start conversations
- think in an orderly or timely manner
- able to easily influence others
- see patterns in data
- consistently have a positive outlook in life

print the following phrase three times:

**“I use my strengths every day.”**



there is a connection between...

who people are and what they do best.

what people do best and how they feel.

how people feel and how they perform.

“ **What** will happen when we think about what is **right** with people rather than **fixating** on what is **wrong** with them?”

**Donald O.  
Clifton, Ph.D.**  
psychologist and  
business executive  
(1924-2003)

## discussion #2

what activities do you seem to pick up quickly?

what activities bring you the greatest satisfaction?

# five clues to your talent

- 1. Yearning.** To what kinds of activities are you naturally drawn?
- 2. Rapid Learning.** What kinds of activities do you seem to pick up quickly?
- 3. Flow.** In what activities did you seem to automatically know the steps to be taken?
- 4. Glimpses of Excellence.** During what activities have you had moments of subconscious excellence when you thought, “How did I do that?”
- 5. Satisfaction.** What activities give you a boost, either while doing them or immediately after finishing them, and you think, “When can I do that again?”

talent + skill + knowledge  
= strength

# focus on your strengths by:

- discovering your talent
- practicing your skill
- increasing your knowledge



For we are God's masterpiece.  
He has created us anew in  
Christ Jesus, so we can do the  
good things he planned for us  
long ago.

- EPHESIANS 2:10

understanding how God created you  
gives you insight  
into God's will for you.

## discussion #3

what was your most significant accomplishment in the past 12 months?

how did your natural talent contribute to this success?



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