

# An Introduction

## JETTI's Talent Discovery Beliefs and Process Principles

*JETTI defines talent as “the natural ability to perform a working task or activity with a high level of proficiency – that when preformed, provides a healthy sense of accomplishment. Talent Discovery is the process of finding theses natural abilities and honing them into valued working activities.*

This process of discovery fundamentally follows these steps – but not necessarily in any particular order or even requiring each one.

- Talent discovery begins with the acknowledgement that human talent is a natural endowment in everyone, part of our original package.
- Talent discovery and development is set in motion by questions like: Why am I here; what is the purpose of my life; where can I really make a difference; what might my life's work be?
- Talent discovery proceeds as an inner journey of self-exploration, sparked by the curiosity to explore and uncover our natural endowments. It is a 'ask and you shall receive' pioneering process of the human spirit.
- Curiosity plus pursuit-of-purpose naturally becomes intense interest, which organically motivates commitment to seek higher learning or the turning of talents into workplace skills.
- The pursuit of happiness and talent mastery can be said to be two sides to the same coin – each is interdependence on the other in order for its full value to be realized.
- Human talent is not economic in its true nature, but can be used for developing value by mastering actions of worth.