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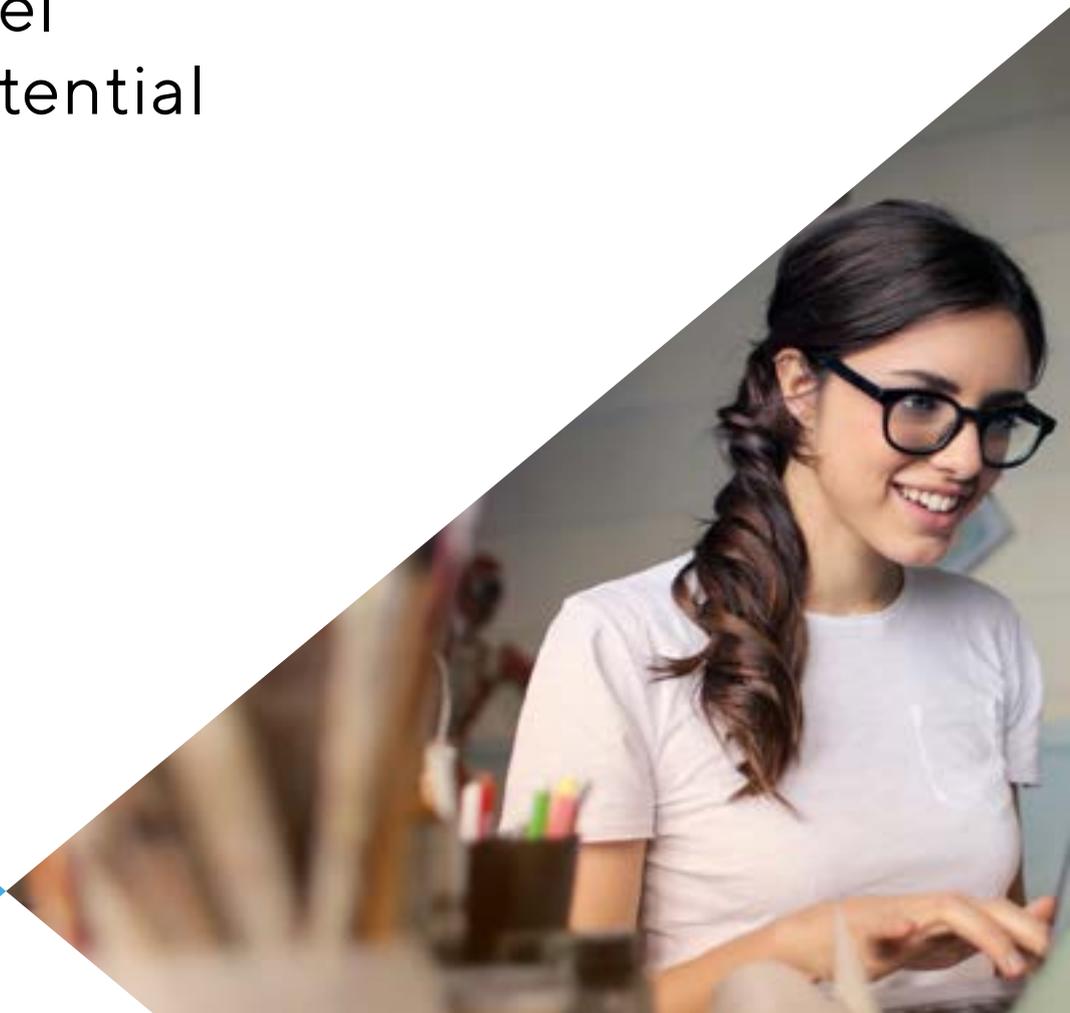
Talent 8 Model
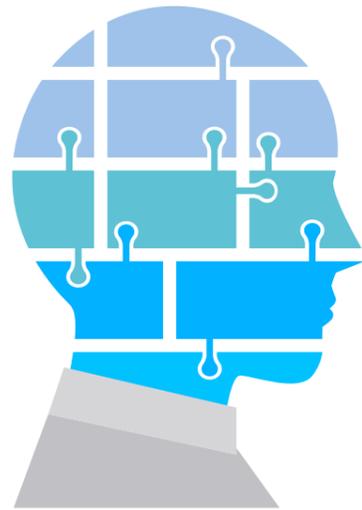# of Human Potential

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What are Talents?

When we evaluate someone for a promotion or a hire, there are three main things we look at: skills, knowledge, and talent.

Skills
Developed capabilities to perform certain skills (e.g. Microsoft Excel, Python, Java etc.)

Knowledge
Current accumulated knowledge or experience (e.g. Bachelors Degree, Resume etc.)

Talent
Recurring patterns of thought, feeling and behaviours that persist over time (e.g. Teamwork, Creativity, Flexibility etc.)

When we talk about "skills", it refers to whether we know how to perform certain aspects of the job, or your expertise; like when you know how to code Python or how to use Microsoft Excel or PowerPoint, etc. "Knowledge" refers to what the person currently knows, which is usually indicated with a degree/certificate (e.g. PhD, MSc, Bachelors), or work exprience.

However, "talents" refers to the recurring patterns of thought, feeling, and behaviours that one would exhibit on a day-to-day basis, and across situations. It usually consists of intangible skills (i.e. soft skills) such as cooperation, creativity, flexibility, etc.

In an increasingly complex and uncertain world, understanding one's talents provide insightful information on how likely one would perform on the job in comparison to traditional methods of talent selection (e.g. interviewing or resume screening). Just looking at the academic research and Fortune 500's use of psychological assessment in hiring, it isn't surprising!

However, till this day, we still find employers having a tendency to make talent selection and talent management decisions based on the person's knowledge and skills alone. In some ways, its understandable to do so, as skills and knowledge are easy to find through a performance review or resume screen. Talents are much more difficult to understand and identify at first glance.

At TalenX, we help companies identify and quantify their candidates and employees talents, and unlock their human potential.

Talent 8 Model of Human Potential

The TalenX Talent 8 Model is an extensive framework that helps company's understand the talent makeup of an employee or candidate. The model consists of eight talents, with 43 competencies within those talents. The model is exclusively measured via the TalenX Personality Inventory.

The eight talents are foundational intangible skills and characteristics that differentiate high performers within a role and occupation. However, depending on the specifics of the role, some talents would be considered more important than others.

TalenX Talent 8 Model is developed based on 100 years of research into occupational competencies and talent management practices. It has been reviewed and contributed by several Industrial/Organisational and business psychologists.
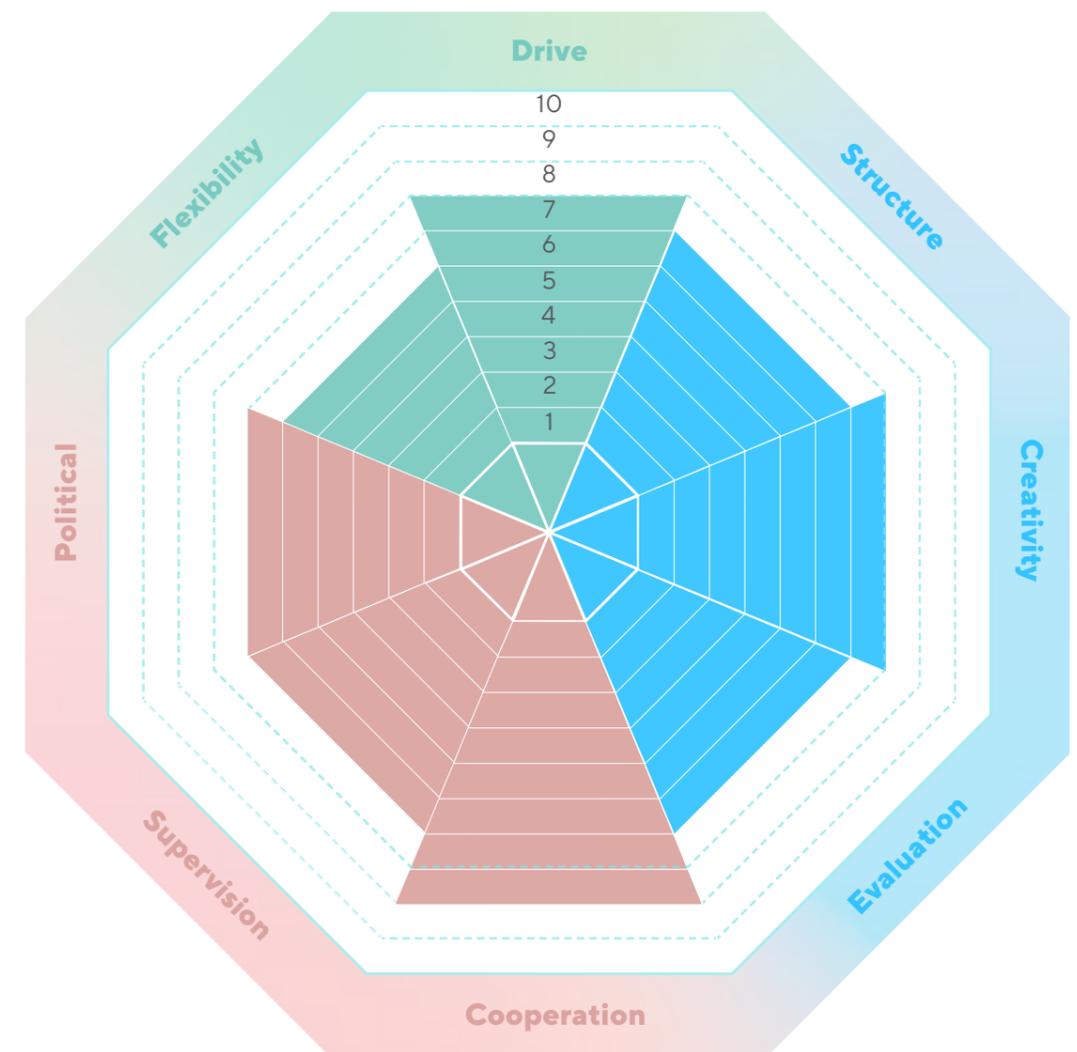
The above graph is a sample report of a person's talent profile based on the completion of the TalenX Personality Inventory. Details into the each talent score is provided to clients and certified users of the TalenX Personality Inventory. For further details about how you can use TalenX, or wish to learn more, contact us.

Drive

This talent measures one's potential to behave in a self-driven and acheivement oriented manner when pursuing personal and business goals.

A candidate with this talent has the potential to:

- Complete tasks independently without management from others.
- Multitask, and enjoys being busy.
- Has a drive to attain new business opportunities.
- Be ambitious and has the need to achieve outstanding results.
- Take the initiative to get things started.

Drive includes the following competencies:

Achievement	**Autonomy**	**Business Orientation**
Looks to achieving outstanding results; Is ambitious and has a strong desire to succeed; Pushes through difficulties.	Takes the initiative to get things started; Works independently; Comfortable multitasking and being busy.	Is competitive with a strong need to win; Looks for business opportunities.

Flexibility

This talent measures one's potential to behave in a positive and confident manner when in the face of pressure, uncertainty and criticism.

A candidate with this talent has the potential to:

- Remain positive and confident in the face of setbacks.
- Remain composed when embracing change and uncertainty.
- Be receptive to criticisms and feedback while keeping an open mind.
- Maintain composure when under pressure.
- Control and restrain emotions and impulses.

### Flexibility includes the following competencies:

Positivity	**Composure**	**Reflection**
Maintains a positive attitude; Has a sense of own self-worth and internal locus of control.	Comfortable with uncertainty; Comfortable working under pressure; Maintains control over emotions and impulses.	Receptive to feedback and criticisms; Self-reflective and comfortable challenging his/her current way of thinking.
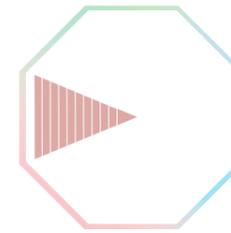
Political

This talent measures one's potential to be influencial, astute in people's behaviour, and connect with people.

A candidate with this talent has the potential to:

- Influence other's to come to around one's point of view.
- Adapt to different cultural enviornments.
- Enjoys networking and getting to know new people.
- Be under the spotlight and impress others.
- Establish rapport and personal relationships with others.

Political includes the following competencies:

Networking	**Influence**	**Astuteness**
Lively and confident around new people; Builds rapport and establishes personal relationships.	Being persuasive; Comfortable being the centre of attention and impressing others.	Adapts to people's behaviours; Appears sincere and getting liked by others; Adaptive to different cultures.

Supervision

This talent measures one's potential to naturally ascend to a leadership role, empowering and supporting of others while remaining assertive.

A candidate with this talent has the potential to:

- Help others to improve on their skills through coaching and feedback.
- Motivate and encourage team members.
- Provide direction to others.
- Remain assertive in putting his/her own point across.

### Supervision includes the following competencies:

Empowerment	**Assertiveness**	**Providing Direction**
Encourages and motivates others; Provides coaching and feedback to improve performance.	Directly voices disagreements; Makes his/her point assertively.	Looks to hold control over situations and others; Coordinates others to achieve goals; Seeks to assume a leadership role.
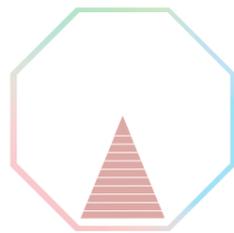
Cooperation

This talent measures one's potential to hold a team player mindset, be considerate, and courteous to others.

A candidate with this talent has the potential to:

- Be a team player.
- Be receptive to other's opinions and perspectives.
- Pay attention to team member's needs and feelings.
- Listen carefully to what other's have to say prior to making a decision.
- Be careful in protecting the status and reputation of others.

Cooperation includes the following competencies:

| **Team Working**	**Being Considerate**	**Being Courteous**
Working well with others; Mediates and resolves conflict; Actively listens to other's opinion.	Considers other's needs, feelings, and wellbeing.	Readily exchanges favours; Protects other's reputation.

Evaluation

This talent measures one's potential to be curious, analytical, and critical when evaluating information.

A candidate with this talent has the potential to:

- Analyse principles and complex informaton critically.
- Be decisive, and make sound judgements based on the facts.
- Be curious, and eager to learn.
- Apply theories and understand underlying principles to a concept.

Evaluation includes the following competencies:

| **Analysis**	**Interpretation**	**Learning**
Analyse complex information; Readily applies theories at work; Understands the underlying principles of a concept.	Makes decisions based on evidence and rational arguments; Comfortable making quick and big decisions.	Eager to learn new information; Looks at things through multiple perspectives; Adopts a pragmatic approach.
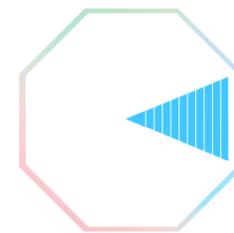
Creativity

This talent measures one's potential to generate new and original ideas, think of solutions that are novel and disruptive, and takes a long-term perspective.

A candidate with this talent has the potential to:

- Plan for the longer term, and effectively formulate strategies.
- Takes a unconventional perspective that challenges the status quo.
- Generate creative ideas to solve problems.
- Look to improve on currently existed products/ideas.

Creativity includes the following competencies:

Innovation	**Disruption**	**Formulating Strategy**
Creates new and original ideas; Finds ways to improve on things.	Readily adopts radical solutions; Challenges the status quo; Seeks novelty.	Articulates a clear vision for the future; Formulates strategies; Takes a long term perspective.
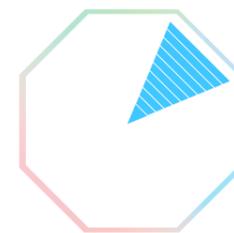
Structure

This talent measures one's potential to be orderly, meticulous and rule following.

A candidate with this talent has the potential to:

- Closely pay attention to details.
- Ensures timeliness and completion of work.
- Remains organised and orderly.
- Be risk-averse, and does not deviate too far from rules and procedures.

Structure includes the following competencies:

Order	**Focus**	**Conformity**
Organises and plans tasks; Is punctual in meeting deadlines and time schedules.	Focuses on work without being distracted; Pays attention to details.	Behaves ethically and keeps things confidential; Follows rules and procedures; Avoids taking risks.

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How to Use Talent 8 Model for Hiring?

TalenX and it's technology were designed to incorporate the scientific knowledge of a psychologist into an easy to use dashboard that any human resource manager or employer could use.

Our objective is to assist every company, big or small, in strengthening their core asset - human capital.

To use TalenX, you just need to follow these **three** simple steps:

**Search our TalenX job profile library and select the job role that you intend to fill.

Have all of your candidates take our TalenX Personality Inventory before you look at any applicant.

Sit back and relax, as our TalenX system auto-evaluates every single candidate's talent profile and rank them from high to low fit, so you can focus on your top applicants.

Receive deep insights into each candidates strengths and development areas before even meeting them for the first time!

Get access to each candidate's talent report, with behavioural interview questions designed by psychologists.

Predict each candidates potential to succeed using data.

**In contrast, you can contact our in-house business psychologist to design a customised profile that meets your specific business objectives.

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Benefits of Using TalenX?

Our clients can expect to receive quality insights into each candidate in an efficient and scalable manner. Reduce the amount of time it takes to evaluate candidates, and reduce the cost to fill a role.

Faster Hiring

~70 days
~33 days

Without TalenX   With TalenX

-53%

[1] By using TalenX, our clients reduced time to hire by ~53% in comparison to without TalenX.

Less Interviews

~10 per role
~5 per role

Without TalenX   With TalenX

-50%

[2] Number of interviews conducted before making a confident hire reduced by ~50%.

Better Quality Candidates

8
5

Without TalenX   With TalenX

+38%

[3] Overall quality of candidates interviewed improved by 38%.

Saved $5,000 USD Per new hire

[1] Data was collected based on client's reported time to hire difference in number of days.

[2] Data was collected based on client's reported number of interviews conducted per hire.

[3] Data was collected based on client's reported level of quality of interviewed candidates on a 10-point scale.

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Client Testimonials

"Working with TalenX, we created a new hiring process from the bottom up to ensure we had the highest chance of finding the right candidate for our firm."

Edward Cumberlege
Director, Sagamore Investments

"TalenX has provided the engineering team at Scratchpay with the capabilities to identify high potential talent that fit our culture. It would be a challenge to find team members that fit in without TalenX today."

Nicolas Embleton
Chief Technological Officer, Scratchpay Financial

"TalenX provided us with invaluable insights into our organisation that transformed the way we look at recruitment and how we manage our employees."

Dennis Kwan
Engineering Director, QBS System Ltd

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