Talent Catalyst Conversation – outline

**Topic:** [What topic would you like to discuss?]

**Confidentiality?**
**Brief Background** about the Player: [What’s useful to know about you for this conversation?]

**Enliven Your Hopes**

Step 1: Connect with Your Hopes

*What are your hopes about the topic you’ve chosen for this Conversation?*

*Why are your hopes important to you?*

Step 2: Consider Your Concerns

*What’s standing between you and realizing your hopes?*

*Which of your concerns seems most important to address now so that you can make progress toward your hopes?*

Step 3: Tap Your Success Stories

*How have you successfully dealt with concerns like these before?*

*What did you learn from the situation that might help you now?*

**Expand Your Opportunities**

Step 4: Identify Opportunities to Learn, Grow, and Develop

*How will you need to grow, and what will you need to learn to address your concerns and realize your hopes?*

*What inner qualities may you need to develop to support you?*
Step 5: Use Your Resources

What resources do you have that can help you to realize your hopes?

How can you use these resources?

Step 6: Revisit Your Hopes

At this point in the conversation, do you have some greater clarity about your hopes?

How would you express your hopes now?

Energize Yourself through Actions

Step 7: Make a Healthy Stretch

Is there a particular stretch you would like to make?

Is there a way that you could start now to enjoy greater fulfillment of your hopes?

Step 8: Enlist a Talent Fulfillment Team for Results

Who could be ideal to have on your team?

Can you visualize these people cheering for you as you fulfill your hopes?

Step 9: Target Concrete Actions

What forward-moving actions would you enjoy taking now toward realizing your hopes?

Step 10: Reflect on Your Possibilities and Progress

What have you gained from this Conversation?

What will help you to follow through on your intentions?

Adapted from the book: Take Charge of Your Talent by Don Maruska and Jay Perry © 2013 (used by permission)