



Guiding Giftedness Discovery

helping others
find what they were born to do



Your Role as a Guide

what your mentees should expect from you after they have their giftedness patterns

Guiding Principles

It has to be natural.
It will take a few tries.
They participate through their
giftedness.



The Seven Steps in Guiding Giftedness Discovery



Clarify the
Pattern



Write the
Sentence



Celebrate and
Investigate



Discuss Job Fit



Brainstorm
Career Scenarios



Discover a Vision
for Their Life



Set Them Up for
Informational
Interviews

Step 1: Clarifying the Pattern



Look at the Patterns Sheet

Do they feel like this represents what they know of themselves?

Do each of the boxes seem adequately full?

actions	
work	
atmosphere	Is each box reflected in their stories?
role	
enjoy	



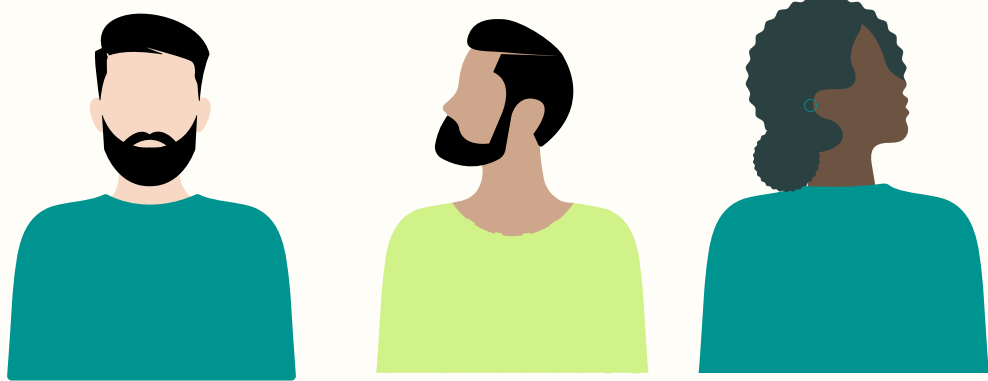
Incomplete Pattern?

- Go through their written stories and story summaries and look for more words.
- Have them clarify elements of the stories they already told.
- Have them tell more stories.



clarifying the
pattern





Step 2: Write the Sentence

help them clearly state who they are and what they love to do

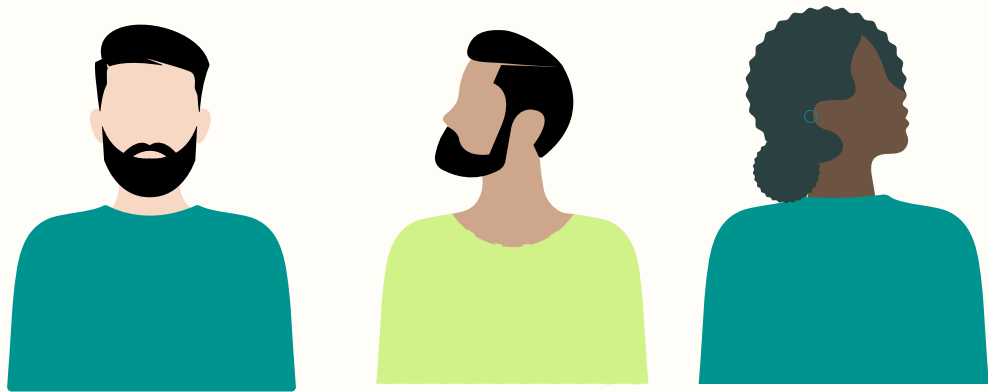
Step 1: Boil down your satisfaction to 2-3 points.

Step 2: Use those as jigsaw pieces to craft a sentence.

Step 3: If necessary, add in details from the other boxes to further personalize it



A Few Tips



- Set clear expectations.
 - It will be messy and clunky at first.
 - There will be a point it doesn't feel like it's going to happen.
 - They will not hurt your feelings if they push back.
- Regularly check in with them. What feels good? What sounds like you? What's tripping you up?
- It can get messy.
- Take a break.
- Keep an open door.



The Sentence

Step 3: Celebrate



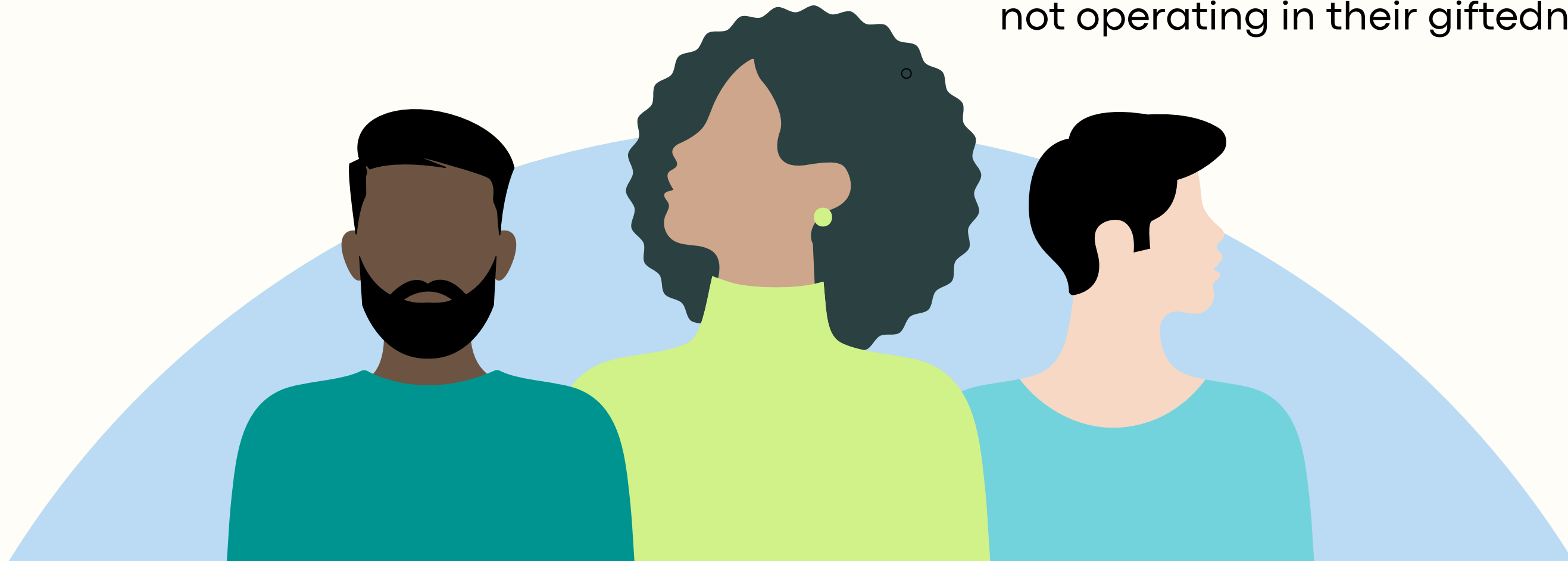
Some Ideas for Celebrations

Celebration:

- How God uses them?
- How they reflect God's goodness?
- How is their giftedness unique?
- What makes it useful?
- When is it invaluable?

Exploration:

- What are the dark sides of their giftedness?
- How might they best learn?
- How do they work on teams?
- How are they motivated?
- Can they identify a time when they were not operating in their giftedness?



Step 4: Thinking Through Job Fit

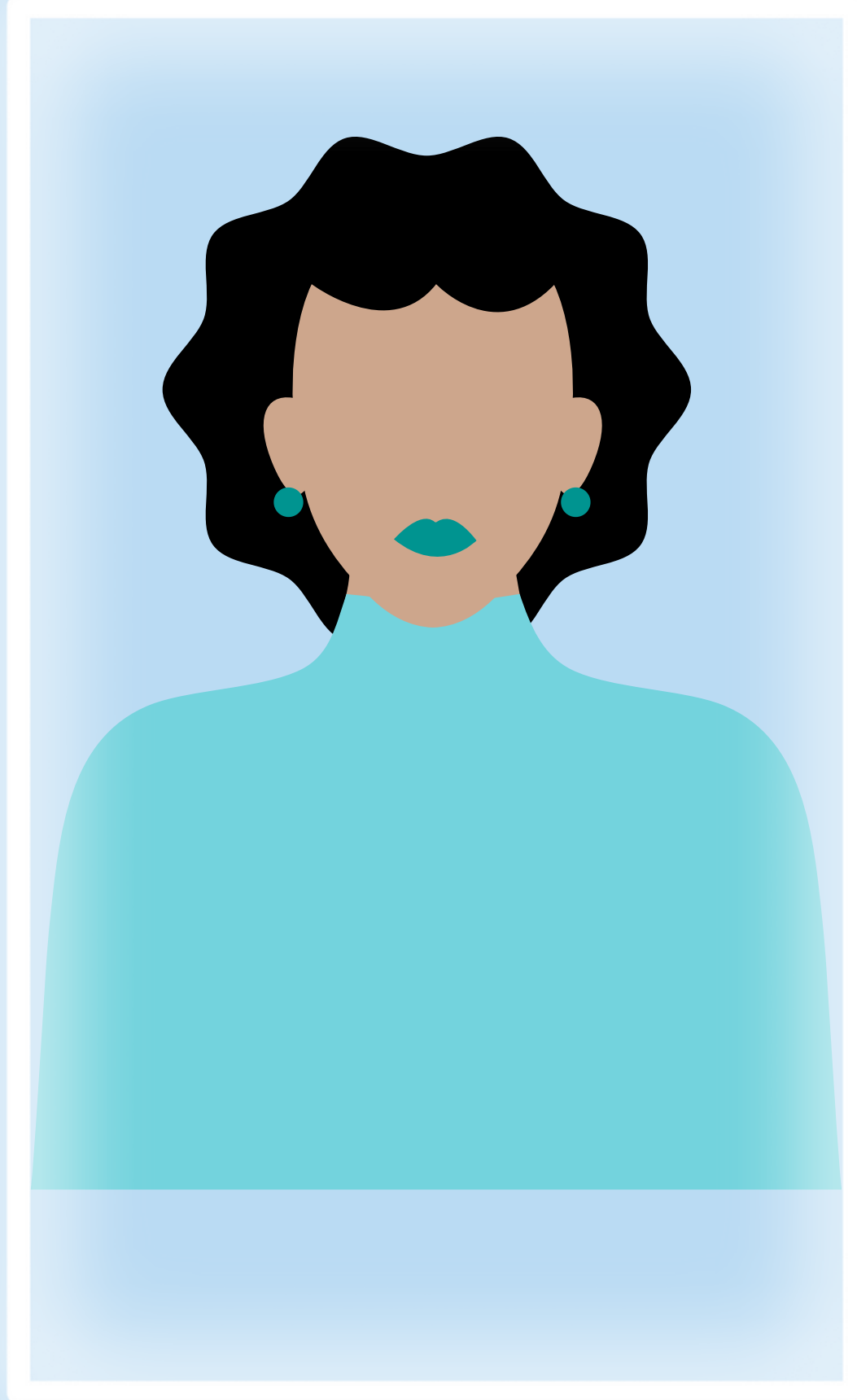


EVALUATE

For stay-at-home moms, walk through patterns page and note items that are not currently being fed. Brainstorm how to get those integrated into life

- Get their current job description (or a list of life responsibilities) and compare it with their patterns page.
- Circle similar words/concepts.
- How much of their job description is "Can Do" and how much is in their giftedness?
- Talk through their current ministry/family/work responsibilities in light of this.

Step 5: Brainstorming Career Scenarios



Step 1: Break the sentence apart into its pieces

Step 2: For each piece, brainstorm fields that require or regularly produce opportunities to utilize that certain skill or environment. Whether there is interest or not!

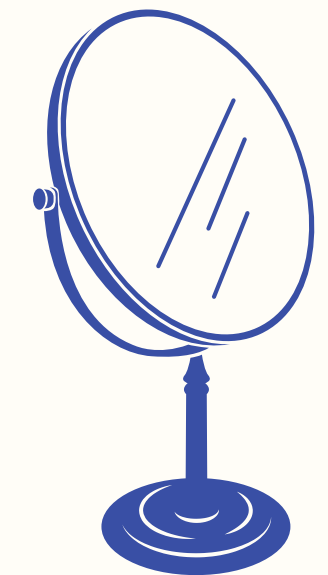
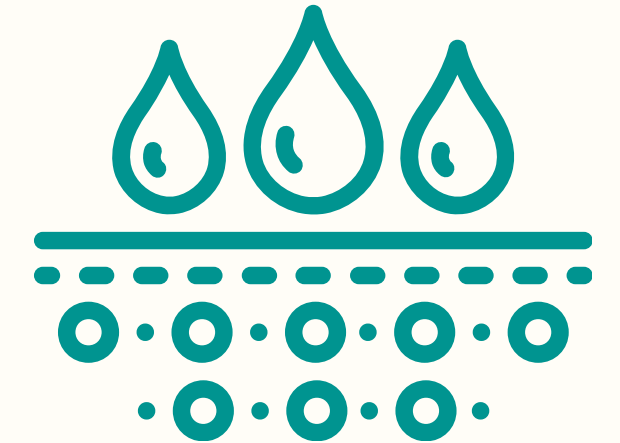
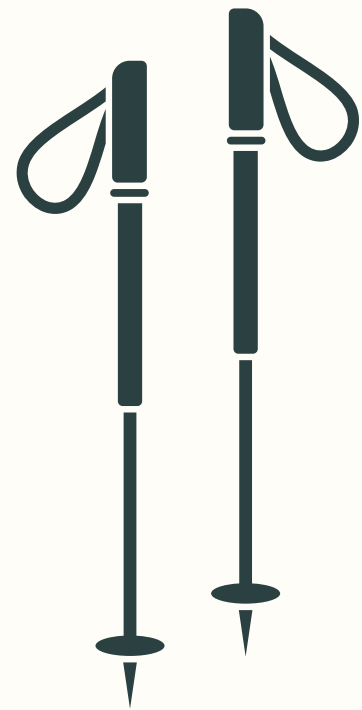
Step 3: Repeat until each dimension of the sentence has been covered.

Step 4: Mix and match one word from each section, then think of scenarios where those three fields overlap.

Step 5: Enter list into Career Scenario Generator

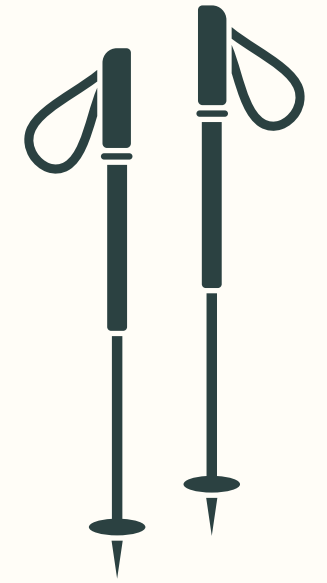
Step 6: Have them identify 2-3 that really excite them.

Step 6: Discover a Vision



Giftedness as Hiking Sticks

Helps you get to your destination



Is there a Mountain in their
life at this point?

Yes



- Double-check with their sentence.
- Offer encouragement.
- Think through that role.
- Talk about the long game.
- Discuss a first step.

No

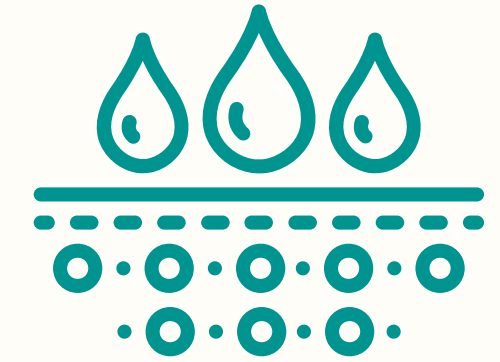


- Encourage open eyes.
- Brainstorm current steps based on ideal job description.

For stay-at-home moms, think through career scenarios if they desire, or brainstorm how giftedness might look more sophisticated as time goes on depending on satisfaction

Giftedness as a Filter

Helps decision making

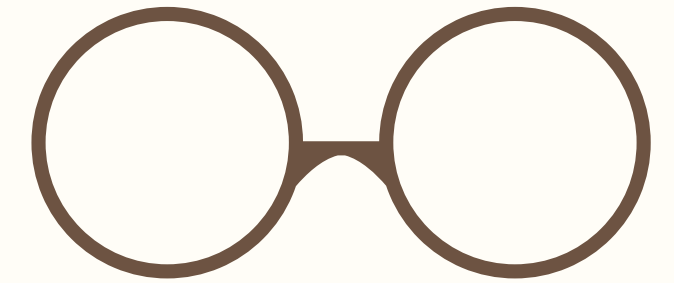


Where are they in their life right now?

- Are there any decisions/opportunities in their life currently? How might their giftedness help narrow down options?
- Will it put them in a circumstance or role that is very different from their pattern? Will it require opposite abilities?
- Does something need to be done regardless of whether it “fits?”

Giftedness as Eyeglasses

Helps you see things through your lenses

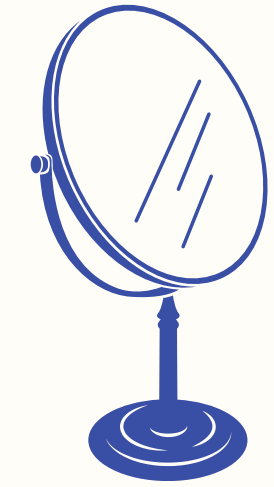


Where are they in their life right now?

- How do they relate to others, do their job, approach school?
- Do they have the luxury of choosing a job? If not, how does their giftedness help them understand how they will do their assigned job?
- How will they relate to those around them? How will they lead?

Giftedness as a Mirror

Helps see yourself better



Where are they in their life right now?

- Has there been anything they've done recently that was unsatisfying?
- Can they see their giftedness being a part of that feeling?

Step 7: Informational Interviews

conversations between your mentee and someone who is in the general world you have brainstormed together

- Use giftedness as an excuse.
- No angling for a job.
- Use it as a barometer for your brainstorming - what is that world actually like? Would it be a good fit?

