

# Discover your Uniqueness and the Talent mix of your team

## The goal of the talent game

The game has various objectives and can be played with one person or more. It gives you a fun way to explore your own talents and allows you and others to start a very personal talent discovery journey. The more you know what makes you unique, what energises you, and what you are naturally good at, the more you can shape your professional destiny.

It also provides a common language for understanding how people work and interact. If you play it as a team, it helps you understand the different ways each team member contributes to your team's success and common goals.

## Before starting the game

You may want to know how we define talent. In our view, talent is a unique combination of your drivers, passions, and skills.



With this particular talent game, you will learn about your *drivers*, or, in other words, what gives you energy at work.

Your drivers are like the "roots" of your talent and relate to what comes naturally to you. It probably is an aspect you have never really thought about. Mostly, when you work in alignment with your drivers, you will feel happy about your small and big professional achievements.

# Play with Friends/Team

This is the 'arcade' version of the game. For 1-4 players, you will need one deck, for 5-8 you will need two, etc.

It also provides a common language for understanding how people work and interact. If you play it as a team, it helps you understand the different ways each team member contributes to your team's success and common goals.

This is a *PBT game* (Play By Turn) where each player has a single action each turn.

## Prepare the game

- Select a **dealer** (The person who will read the rules and apply them).
- Find a coin or a dice to use in case of tiebreaks

The dealer takes the deck, removes the 2 cards with the instructions and shuffles the cards.

Then puts the 2 cards with the instructions on the top of the deck and puts the rest of the deck in the middle of the table with the side with pictures facing down.

This is how your deck looks like:



A tentative indication of timing is provided to give some rhythm to the interaction. Feel free to modify and adapt them to your play style.

- If you want to use the timing option, select the Stopwatch on your watch or mobile, and you are ready to play

## Round 1: your first 4 cards + 1

- The Dealer introduces the game to the players by telling them the final goal: to end up, after a few rounds, with 5 Talent cards that represent them most.  
The Dealer can add to the explanation that we all have a bit of the 40 different Talents represented by the cards, but at the end, each player wants to have those 5 cards that are most like him/her.

- The dealer will distribute 4 cards (the dealer can browse the deck) to each player: 1 for each Driver (the symbol on the back of the card) starting with the player on his/her left and going clockwise ending with him/herself, and each player puts them in front of him/herself with the face with the pictures up



- Shuffle the deck.
- **Start the stopwatch!**
- After **40 seconds** the dealer takes 8 cards from the bottom of the deck and asks players to select one card each that would like to have, in the next **40 seconds**.
- The dealer asks the first player (the one on his/her left) to take the card she/he chose and move it in front of him/her but NOT in his/her own deck yet.
- Then the dealer moves to the 2nd player (the one sitting in front of the dealer) and the 3rd one. The dealer acts last.

**If 2 players choose the same card! You need a resolution...** If two players would like the same 5th card, then the dealer needs to resolve the conflict, move to the **“Resolution Phase”**

## The Resolution Phase

There are two ways to do this

- **Ask the Lady Luck:** ask contenders to toss a dice or flip a coin. Winner gets the card.
- **Ask to Your Guts:** ask each contender to explain his/her choice, and select the best one based on your personal judgment, explaining why.

**IMPORTANT: never mix the Lady Luck with your Guts in a gameplay!**

- **The winner:** will take the desired card
- **The loser:** the dealer assigns him/her one with the same driver from the table, or, you can ask him/her to choose a different card from the table

## Round 2: change 2 cards

- (TIME: **40 seconds**) The dealer asks anyone to select two (2) cards that don't represent them, or represent them less than other cards and move them in the center of the table.
- The dealer adds 2 cards (from the bottom of the deck) to the center of the table.

- (TIME: **40 seconds**) The dealer asks players (starting from the one on his/her left) to select 2 cards from the table.

If 2 players will select the same card: use the **resolution rules** outlined above.

## Round 3: to change or not to change

- (TIME: **40 seconds**) The dealer announces that everyone has one additional chance to improve his/her personal selection and invites players to select from 0, 1 or 2 cards that don't represent them, or represent them less than other cards, and move them in the center of the table. The dealer can reassure the players that they can re-select their cards if no-one else has taken them if they do not find a better option.
- **It's important:** at the end of the time. Everyone should do this simultaneously.
- The dealer adds N cards (from the bottom of the deck) to the center of the table to reach **10 cards on the table**.
- (TIME: **40 seconds**) The dealer asks players (starting from the one on his/her left) to select from 0 to 2 cards from the table (based on how many cards she/he discarded).

If 2 players will select the same card: use the **resolution phase** outlined above.

## Open Market Variation

This variation offers you **additional and optional** rules for a Round 4.

### Round 4:

- The dealer asks everyone to carefully look at the cards of the other players and opens a "negotiation possibility"
- If one of the players would very much like a Talent card from another player, he/she needs to offer one of his/her own cards in exchange, and explain why the deal would be beneficial for both
- In case the other player agrees, cards are exchanged
- There are no limits to the negotiations that a player can propose to others

If you prefer a more collaborative version of the Round 4 check the: [Open Market variation](#)

### Round 5:

- (TIME: **120 seconds**) Now the dealer asks each player to sort the 5 cards (from left to right) in order of the importance and select the 3 out of the 5 cards that feel most representative.
- Each player will be invited to explain why they have chosen their cards, with possibly real-life examples.
- The dealer will invite each player to turn the 3 cards and discover their drivers
- A final round of sharing impressions of the outcome of the game and comparing each others Drivers is fun and enriching.

### Round 6: Read results

Now the dealer is ready to read results to anyone: [open the result page](#)



# Play solo

## Prepare the game

- You are the **dealer** (The person who will read the rules and apply them), and the player. Take the deck, remove the 2 cards with the instructions and shuffles the cards. Then puts the 2 cards with the instructions on the top of the deck and puts the rest of the deck in the middle of the table with the side with pictures facing down.

This is how your deck looks like:



- A tentative indication of timing is provided to give you some rhythm to your decisions. Feel free to modify and adapt them to your play style.
- If you want to use the timing option, select the Stopwatch on your watch or mobile, and you are ready to play

## Round 1: your first 4 cards + 1

- The final goal of the game is to end up, after a few rounds, with 5 Talent cards that represent you most. We all have a bit of the 40 different Talents represented by the cards, but at the end, you want to have those 5 cards that are most like you.

- Take 4 cards (you can browse the deck): 1 for each Driver (the symbol on the back of the card), and put them in front of yourself with the face with the pictures up



- Shuffle the deck.
- **Start the stopwatch!**
- After **40 seconds** take 8 cards from the bottom of the deck and select one card that you would like to have, in the next **40 seconds**.

## Round 2: change 2 cards

- (TIME: **40 seconds**) Now select two (2) cards that don't represent you, or represent you less than other cards and discard them.
- Take 8 new cards (from the bottom of the deck) and put them in the center of the table.
- (TIME: **40 seconds**) Select 2 new cards from the table.

## Round 3: to change or not to change

- (TIME: **40 seconds**) Now you have one additional chance to improve your personal selection, select from 0, 1 or 2 cards that don't represent you, or represent you less than other cards, and discard them. To help you in this choice, you can rank them in decreasing order of representativeness
- Extract N cards (from the bottom of the deck) and put them in the center of the table to reach **10 cards on the table**.
- (TIME: **40 seconds**) Select from 0 to 2 cards from the table (based on how many cards she/he discarded).

## Round 4:

- (TIME: **120 seconds**) Now sort the 5 cards (from left to right) in order of the importance and select the 3 out of the 5 cards that feel most representative.
- Think about the reason behind your choices, including, if possible, real-life examples.
- Turn the 3 cards and discover their drivers

## Round 5: Read results

Now you are ready to read the results: [open the result page](#)

# Coaching

## Prepare the game

- The coach is the **dealer** (The person who will read the rules and apply them).
- The dealer takes the deck, removes the 2 cards with the instructions and shuffles the cards.

## Round 1: your first 4 cards + 1

- The coach explains the goal of the game: ending up with 5 Talent cards that represent your natural talents, those that the player feels belong to him/her
- The dealer distributes 4 cards browsing the deck: 1 for each Driver (the symbol on the back of the card) and asks the player to align them in front of him/herself with the face with the pictures up.
- The dealer will take 8 cards from the deck, place them face up on the table and will ask the player to select the fifth card.

## Round 2: change 2 cards

- The dealer asks the player to select two (2) cards that don't represent him/her, or represent him/her less than other cards and discard them.
- The dealer adds 8 cards to the center of the table.
- The dealer asks the player to select 2 cards from the table. In a coaching session, at this stage, the coach would ask questions about the reasons for discarding those 2 cards and choosing the new ones. Also asking for specific examples that come to mind to the player.

## Round 3: to change or not to change

- The dealer explains that the player has another possibility to improve his/her deck and invites the player to select from 0 to 2 cards that represent him/her less than other cards, and discard them. To help the player in this choice, the coach can suggest he/she ranks them in decreasing order of representativeness
- The dealer adds 8 new cards to the center of the table and asks the player to select from 0 to 2 cards (based on how many cards she/he discarded).
- As above, the coach will ask questions around the card selection of the player to help him/her think about practical examples of his/her natural talent.

## Round 4:

- Now the dealer asks the player to sort the 5 cards (from left to right) in order of the importance and select the 3 out of the 5 cards that feel most representative.
- The player now is invited to explain why she/he chose his/her cards, with possibly real-life examples.
- The dealer will invite the player to turn the 3 cards and see their drivers.
- With a coach, it is very useful also to see the drivers of the 2 less representative cards since they might give additional information about the possible Driver profile of the player (first AND second driver for example, or which driver seems to be totally missing – thus the 4th driver).

***If you are a coach and want to find out other impacting ways to use the cards, for example for gathering feedback and more: [contact us!](#)***

## Round 5: Read results

Now the dealer is ready to read results to anyone: [open the result page](#)

# Interactive workshop

## Prepare the game

- Divide your audience into small groups of 4 people each (Team).
- **You will need 1 deck every 8 persons!** When you prepare the cards make sure there are 20 different cards per team (5 of each Driver), and prepare all the individual stacks beforehand
- Make sure team members are sitting close to each other in a way they can easily speak, but that each team is not too close to the next team
- The game is divided into 3 phases:
  - Ranking
  - Trading
  - Talent discoveryEach phase has an indication of time

## Distribute the cards

- First, explain to your audience the purpose of the game (“ending up with 5 cards that represent you most”, do not reveal the meaning of the symbols on the back of the cards, do not mention the word “Drivers”)
- Give to each team member 5 cards (1 card for each “sign on the back” + 1 random card).

## Ranking phase

- Ask team members to read their cards and give them **2 minutes** to have them sort the cards in decreasing order of representativeness.
- Make sure all teams are ready together for the next step

## Trading cards within the team

- Now ask each team member to select the 2 cards that represent them less and give them **5 minutes** to trade them with the other team members.
- Ask the team member to sort the cards again.

Now invite all the players to leave their teams and make a tour around the room to make as many trades as possible with members of the audience to until they get the best deck of 5 cards possible (**5 to 10 minutes depending on the number of people**).

## Talent discovery

- Ask each team member to choose the best 3 cards that represent them most (out of the 5 cards).
- Ask team members to turn the cards and check the symbols on the 3 selected cards.
- Explain the meaning of each of the four drivers and the different profiles that might result. Some people with one or two very clear drivers...some more balanced...some with one driver totally missing...etc.

You can stop the icebreaker/workshop here or you can do some nice add-ons which will depend the understanding of the drivers and their impact by your audience.

## Deepdive into the drivers and their contribution to teamwork

### Prepare the interactive game:

- Create 4 empty areas (for example in the 4 corners of the room)
- Name each area with an Element name: FIRE; WATER; EARTH; AIR (use placemats with our symbols)



- Invite each team members to move to the Element group based on the most dominant element of the 3 selected cards (if there is no dominant element in the 3 top cards, look at the overall deck to identify the most represented element of choice 2/5). For example, team members with 2 Fire cards and 1 water will move to the FIRE group, etc.

Move team members (**1 minute**)

## Driver deepdive discussion

- Now invite each element team (fire, water,...) to prepare a short (max **3 minutes**) presentation about how their driver can contribute to teamwork (**10 minutes**)
- Provide each team with a flipchart to write their findings

## Team showcase presentation of each Driver

- Ask each team to present their presentation to other teams (max **12 minutes** in total)
- Discuss with the audience their learnings and findings (**5 minutes**)

***If you want to find out other fun and impacting ways to play this game: [contact us!](#)***

# Explanation of your drivers

## Short introduction after playing the game:

Congratulations! You finished the game.

We hope the outcome will induce you to start your very personal Talent Discovery journey.

Your natural talents spring from deep within.

This is why we suggest you start this journey by understanding the drivers of your talent.

Every person uses all four drivers in different situations and circumstances, but most of us tend to have 1 or 2 preferred drivers.

If you have 2 or more cards of 1 element in your Top 3, this might be an indication that this is your “dominant” driver.

This might be a matter of “luck” due to the nature of the game or it could mean that you have an even distribution of drivers, which is possible.

Some people tend to have one preferred talent driver, others have more than one.

If you have 3 different cards, you might want to look at the other 2 you ranked lower, maybe they are the same and give you a further clue about your preferred driver(s)? Also check if there is one element totally missing from your deck, this could be the driver you have less developed...also interesting to know.



## If 2 out of 3 cards are Air:

You like to be an independent spirit, who enjoys analysing things and looking at the big picture. You are good at coming up with new and creative solutions. You take your time to figure things out and therefore don't appreciate time pressure. Exercise yourself in setting some clear deadlines to focus!



## If 2 out of 3 cards are Earth:

You like to be well organised and enjoy getting things done. You are good at structuring things and can be very precise. You will do everything to deliver your work as promised and expect others to be as reliable as you. Some more flexibility occasionally will help you to be even more effective!



## If 2 out of 3 cards are Fire:

You like to be devoted to reaching your goals and you get energy from being challenged. You enjoy fast pace and a bit of competition. You look for all the ways to reach your goals and try to influence others for this. Sometimes you might want to slow down and listen, to check if everybody is on board!



## If 2 out of 3 cards are Water:

You like to be a social person with a strong team spirit and enjoy being around people. You are good at listening to others and showing empathy. You adapt easily when you are in a group and have a need for harmony. It might help you and the team, to stand out some more for your own opinions and needs!

***To find out more about your talent you can choose to do our talent questionnaire***

***on [www.connectingtalents.org](http://www.connectingtalents.org) and/or play the game once more, also available in digital on our site.***

***Good luck!***