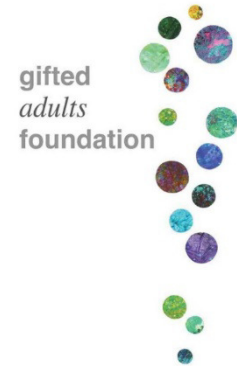


Use your gifted talents more effectively at work

*Noks Nauta, IHBV
Karin Rasmussen, icfl*

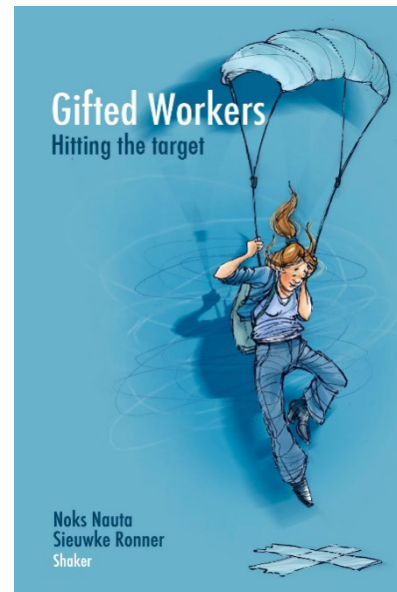
EMAG Berlin, August 13 and 14, 2015



Entfaltung im Blick

Noks Nauta

- Occupational physician and psychologist
- Found out about giftedness at 52 after conflict at work
- IHBV, Gifted Adults Foundation
- Research, publications, presentations



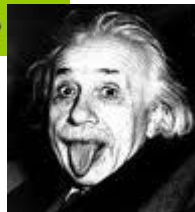
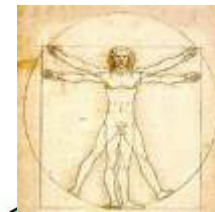
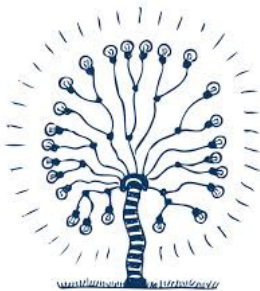
A decorative graphic on the left side of the slide consists of several overlapping circles of various colors (yellow, green, blue, purple, pink) and sizes, arranged in a vertical, slightly curved line.

Karin Rasmussen

- PhD. and sociologist
- Found out about giftedness at 49 after searching for scientific IQ testings
- Leadership-consultant & coach for gifted adults
- Research, publications, presentations
- <http://www.coaching-fuer-hochbegabte.com>
- <https://www.diplomero.com/ref/uCY4Wy>
- Code for 50% Rabatt VKQ9VB8TI8

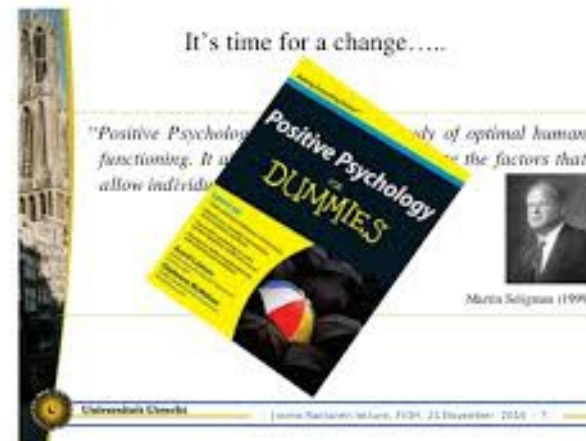
Choose an image

- How do *you* want to feel at work?
- Tell your neighbors in 1 minute per person

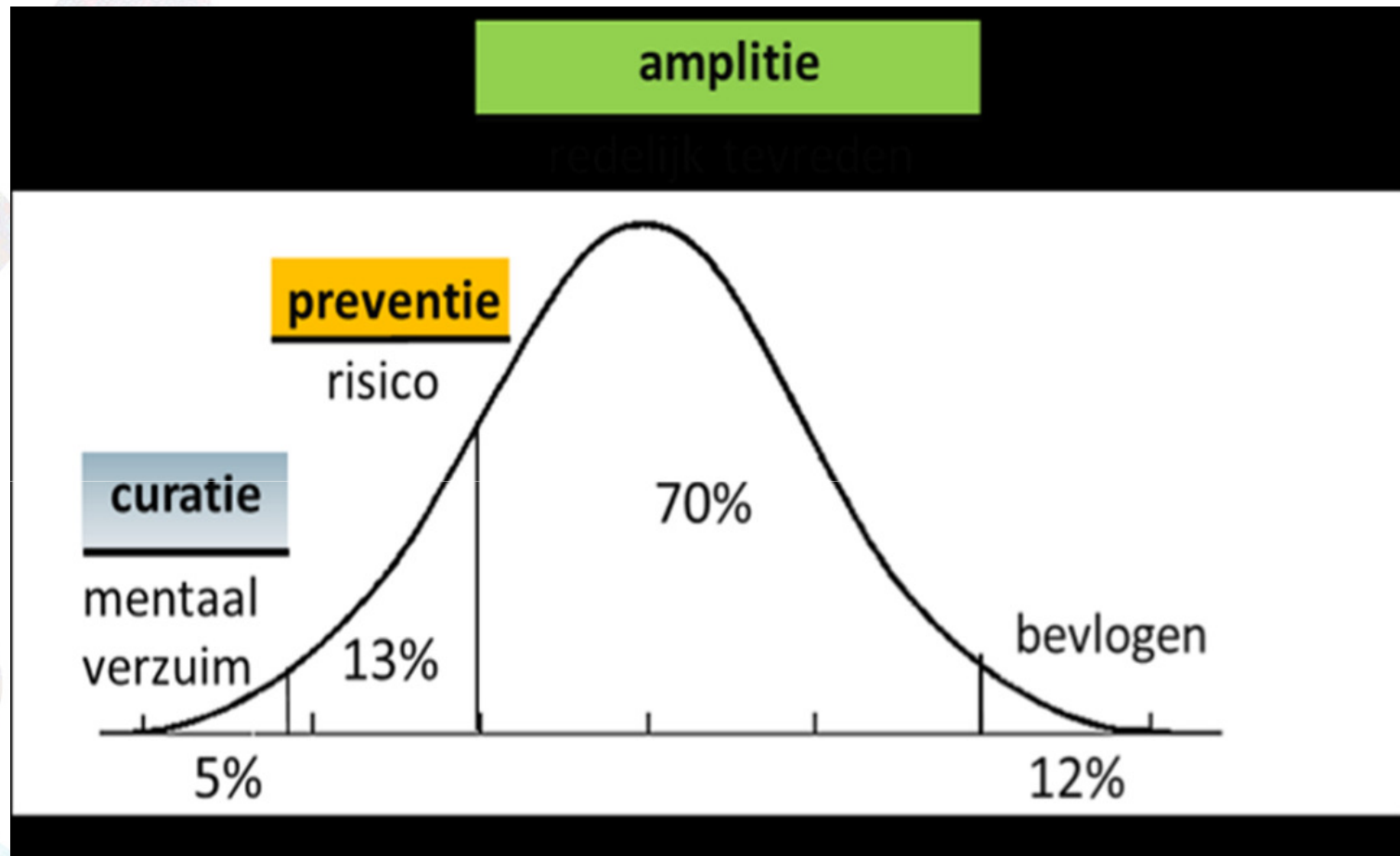


Positive psychology

- Seligman and Csiksentmihalyi
- What moves people instead of what makes them sick?
- Three topics:
 - Positive experiences: happiness, hope, love, ..
 - Positive characteristics: vitality, endurance, wisdom, ...
 - Positive institutions: how can institutions make a positive difference within society?



Positive psychology



Bron: Ouweneel, Schaufeli en Le Blanc, 2009

Gifted at work

Concise information

- Types of work
- Communication with colleagues
- Communication with supervisor
- From bore-out to flow



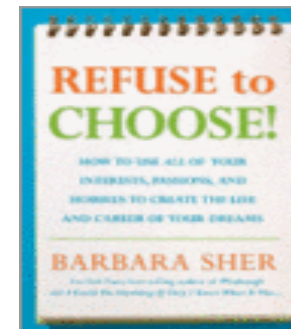
‘Problems’ related to giftedness?

Results workshop Mensa Germany 2014 (n = 32)

Rating	Within myself	At work	In relations to others
1	I often feel lonely.	I learn new things very fast (faster than others).	Everything goes so slowly. I think so fast that I have to explain my thinking steps to others.
2	I have an interesting life because I perceive so much. I always see more sides of one situation	During meetings I always get bored.	Talks at work are always so uninteresting.
3	I am very creative and I often find new solutions.	I can only work for a firm with an idealistic goal.	I do not give my personal dates, they can be used wrongly (against me).

Type of work

- Making choices
- Anything is interesting
- Multipotentiality
- Values are important
- CoreTalents



Communication with colleagues

- Speed of working and thinking
- Content
- Way of doing your work
- Interests
- Collaborating: thinking together?
- High sensitivity

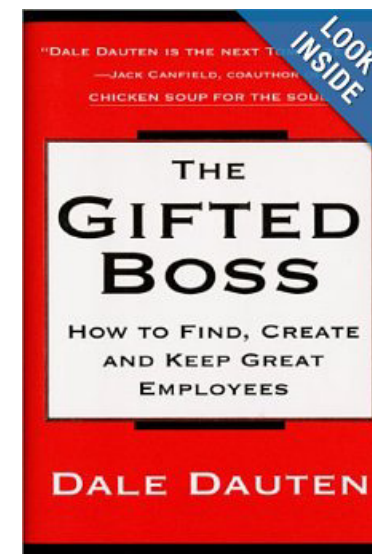


Communication with supervisor

- Expectations from both sides
- Speed of working and thinking
- Hierarchy at work
- How to offer your (innovative/ critical) ideas?
- Conflicts: try to use them constructively in time



Conflict is the
beginning of
consciousness.



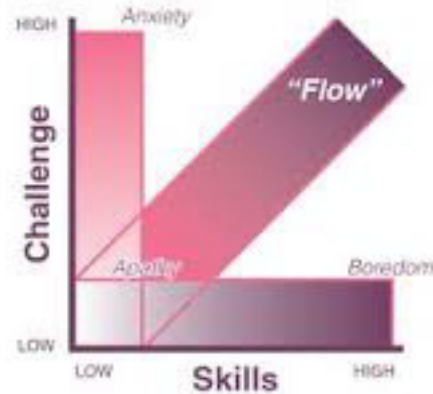
Perspectives of colleagues and supervisor versus perspective of the gifted worker

(Nauta & Corten, 2002)

	What the working environment notices	What the employee states
1	Many conflicts with management and authorities	I have a great sense of justice
2	Cannot listen to what others say	My ideas are not understood, but I'm usually right
3	Difficult to place motives. What's behind it all?	Apparently I'm a threat to my colleagues
4	Bad timekeeping, for example in meetings	I'm being held back all the time, it all goes so slowly
5	Strongly fluctuating performance, without any clear cause	I have no idea what I want, I find almost everything interesting
6	Not clear where the employee's optimal work position is; concerns him/herself with all kinds of things	I get too little appreciation, people don't see what I'm capable of
7	Lack of perseverance and discipline	I'm easily distracted
8	Is difficult to approach, not social	I dislike social talk
9	Makes all kinds of demands concerning work environment factors	I can't understand how other people can work in that noise

From bore-out to flow

- Symptoms of bore-out resemble those of burn-out
- Don't let it come so far!
- Talk about it
- Where and when do *you* experience flow?
- Does your work match many of your talents?



Positive experiences of Mensans at work

(Rau, 2015; Nauta, Ronner, Brasseur, 2012)

- Work
 - Variety in tasks
 - Challenging tasks
 - Room for creativity
 - Room for development
- Supervisor
 - Trusts you
 - Gives you responsibility
 - Gives space for decisions
- Teams versus alone
 - Colleagues with same thinking speed
 - Working alone



Learn from positive feelings

- Tell about a situation at work in which you had a (very) positive feeling.
- Which factors contributed to that positive feeling and/or to the positive outcome?
- What are your intentions to do from now on to reach that positive feeling again?
- What are your needs to feel so positive?
- How do you talk about those needs?



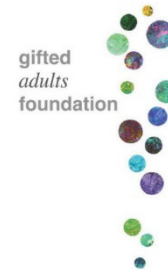
- Look at the image you choose in the beginning
- Try to make a connection with your intentions and that image




**We wish you many positive feelings
at work!**

Noks: noksnauta@ihbv.nl

Karin: kontakt@icfl.de



Entfaltung im Blick

this banana wants you
to be happy. 



look, it is even smiling at you.