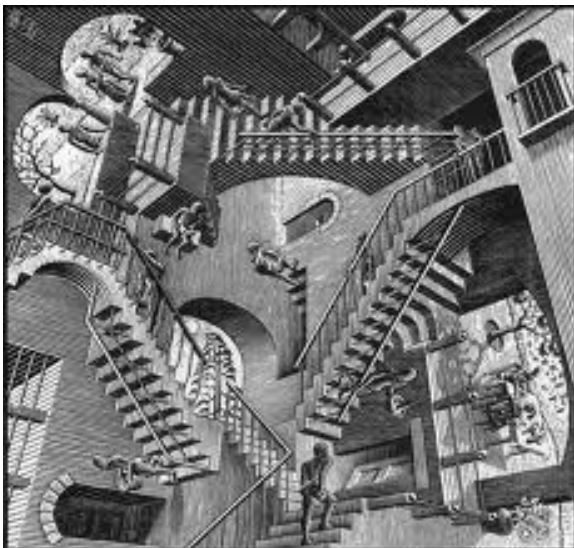


OF COURSE I'M RIGHT!

IDO VAN DER WAAL, NOKS NAUTA, REBECCA LINDHOUT

Quantitative study (n = 52)

	Members of Mensa (n = 41)	Non-members of Mensa (n = 11)
Dismissal from work	25 (61%)	7 (64%)
Link to giftedness according to participants	39 (95 %)	11 (100%)



Qualitative study (n = 7)

Participants

- Gifted with > 2 conflicts at work
- Face to face interviews each lasting > 1 hour
- 5 women, 2 men, various ages
- 6 with very high IQ scores (4 members of Mensa)

Results

- Almost always the conflict is with the supervisor
- Differing view on content of the job seems to be the source of conflict
- Mostly cold conflicts
- Direct communication, but not unfriendly (more rational than emotional)
- Quick overview
- Conflict stays focused on content
- Lone battle against dishonesty and injustice
- Literally ill if the vision is not expressed
- Incredible drive, motivation, commitment and will power
- Sizeable damage: health, career, financial

What can the occupational physician do?

Recognise

- Good at work, intrinsically motivated
- Conflict mostly about contents of work
- Prolonged conflict, cold conflict
- All levels of education!

Interventions

- Discuss: Are you a quick thinker? Have you ever taken an IQ test?
- Give information brochure, links on the internet, time to read and think about this
- If the employee recognises himself: more in-depth talk and/or specialise help
- Giftedness as focus in further supervision/counseling

Prevention/identify early

- Use this case to spread knowledge about giftedness in company
- Implement this in diversity policy if possible

What is giftedness?	Qualities for work	Difficulties for work
Highly intelligent (thinking)	Quick overview	Judges too fast
Autonomous (being)	Self-sufficient	Too headstrong
Multi-faceted (feeling)	Nuanced	Too emotional
Highly sensitive (perceiving)	Perceives everything	Too sensitive
Passionate, curious (wanting)	Driven and curious	Unstoppable
Creation-directed (doing)	Produces a lot	Does too many unnecessary things
Intense, complex, sparkling-original, quick (interplay)	Creative, innovative	Unguided missile
Source: Kooijman-van Thiel (2008)		



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Noks Nauta, MD and psychologist

Rebecca Lindhout, auditor

Translation into English: Yvonne Veltmaat

Ref: Ido van der Waal, Noks Nauta, Rebecca Lindhout. Labour Disputes of Gifted Employees. Gifted and Talented International 28 (1&2), August and December 2013: 163-172.

Flowchart

Conflicts of gifted at work

