

## 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?*