

(Ebook pdf) Take Charge of Your Talent: Three Keys to Thriving in Your Career, Organization, and Life

Take Charge of Your Talent: Three Keys to Thriving in Your Career, Organization, and Life

Don Maruska, Jay Perry
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Don Maruska, Jay Perry : Take Charge of Your Talent: Three Keys to Thriving in Your Career, Organization, and Life before purchasing it in order to gage whether or not it would be worth my time, and all praised Take Charge of Your Talent: Three Keys to Thriving in Your Career, Organization, and Life:

1 of 1 people found the following review helpful. Inspiring and inciting us to action!By Scott WilliamsDon Maruska and Jay Perry have written a very timely message to managers at all levels, as well as those aspiring to leadership and

everyone in between. The book contains a timeless principle that relates to personal accountability and responsibility: do we frame the "story" of our professional lives by what is happening to us, or do you, as the title suggests, Take Charge of Your Talent? Having read this book I am writing this as a rhetorical question. But many readers who intuitively sense the premise of the book simple are not sure where to start. That is where many years of pioneering work in the field of coaching lend itself to this study. And best of all, it is written in a concise manner that includes depth of insight and prompts the reader to action. In Take Charge of Your Talent there is a course mapped out that will have any motivated reader engaged, excited and challenged to take a healthy stretch. Yet the reader may also be surprised to find authors who suspend judgment and point out how to discover that many of the answers to moving forward are already available. In the chapters that follow, they offer helpful guidance and tangible steps to work toward attaining personal and professional desires and aspirations. One final note, if you simply read the book you will certainly benefit, but its purpose goes beyond that to the emphatically practical. This book really gets traction when you participate in the Talent Catalyst Conversation outlined throughout, so plan on this activity as you discover insights to help you and those around you move forward with your hopes.

3 of 3 people found the following review helpful. Read it and learn more about yourself!

By UKDDon Maruska and Jay Perry compellingly demonstrate how taking charge of one's own talents will lead to more job accomplishment and satisfaction. This very powerful and persuasive book effectively allows employees to gain a fresh perspective on how to prevail in the workplace by recognizing their core competencies. The additional offer to engage with a supportive Talent Catalyst is thoughtful and provides a comprehensive approach to deepen the learning. They ask tough questions, but the curious employee will begin to recognize opportunities, articulate aspirations and keep up hopes, while confronting concerns and felt obstacles. The authors provide an extremely valuable, thought-provoking tool for talent management that is easy to use on your own. I can only recommend to transforming your professional and personal life by learning how to be aware of the power from within. Take charge of your own talents and escape mediocrity and frustration, all to the benefit of you and your Company! Read the book and have fun!

1 of 1 people found the following review helpful. The Title Could Read "Take Charge of Your Life"

By E. Tucker I immediately liked the title of this book, but being recently retired, I thought that I would read through the book and see things I should have known or done while in my earlier career phase of my life. However, after sitting down and reading this terrific book, I can honestly say that the principles the authors set out, apply to my present life just as well. The book takes you through an important self-inspection of your strengths or resources (talents). You will also deal with things that would act to sabotage you or act as obstacles. I really agree that knowing the problems that you are likely to have to deal with, helps you plan for your courses of action. The authors also encourage you to take stock of your assets, strengths, allies, mentors and to connect with a "Talent Catalyst", who will lead you through a "Talent Catalyst Conversation". I do agree that often we have resources around us and we don't ask them for their help. We could be utilizing more of the energy of others than we do. Please note, this is not saying to "use them" in a negative way, but in a very positive way, as both of the parties benefit from the interactions. The authors write in an easy to read style, with lots of good examples. They neither talk above my head or stoop to speak beneath me. Their organization of the book makes the book flow and I felt that I was really building the skills as I proceeded through the book. I have found that since I have read the book, different dynamics (better) are happening in my volunteer pursuits, which benefit the organization, as well as me personally. I have seen increased camaraderie with those I work with. I have become more aware of people in my life, both obstacles and resources.

Whether you're the new kid in a cubicle, the boss in the executive suite, or self-employed, you have huge potential for greater productivity and fulfillment. Even very high performers in excellent organizations—large and small, for profit and nonprofit—report that 30 to 40 percent of their talent is untapped. Imagine what lies waiting for you. Take Charge of Your Talent details three keys to develop and enjoy your abilities. You'll discover new ways to identify your aspirations and opportunities, power past obstacles, and translate your intentions into results. Finally, you'll create a personal brand with enduring career assets that will multiply the payoffs for yourself and your organization. This inspiring book will teach you how to unlock your gifts and release your power and potential.

—Ken Blanchard, coauthor of *The One Minute Manager* and *Great Leaders Grow*

This wonderfully practical and inspiring book is based on a belief I cherish: that all humans are creative and have talent.

—Margaret J. Wheatley, author of *Leadership and the New Science* and *So Far From Home*

Maruska and Perry's book shows how we can harness our talents in ways that expand our horizons, ramp up our ability to bring out our best, and energize those around us in the same way. Indispensable.

—Michael Ray, professor emeritus, Stanford Business School, coauthor of *Creativity in Business*, and author of *The Highest Goal*

From Booklist Maruska and Perry team up to help readers use their brains and talent at a time when most U.S. workers are simply not engaged. As most human-resources gurus will emphasize, careers are of your own making, which is exactly what the authors intend to teach (and, along the way, sell more than a few of their courses). The process itself is based on a Socratic dialogue, well scripted and framed, covering ephemeral hopes and fears as well as very practical

actions. The three steps—power up your talent story, accelerate through obstacles, and multiply the payoffs for yourself and others—represent a good approach. The real issue will be identifying a talent catalyst who has these characteristics: a willing partner who asks open-ended questions, a generous listener, among others. No stumbling here: scripts and summaries and prescriptive steps are well documented. The narrative is a bit turgid, but that seems suitable for this subject.

--Barbara Jacobs "This inspiring book will teach you how to unlock your gifts and release your power and potential."—Ken Blanchard, coauthor of *The One Minute Manager* and *Great Leaders Grow* "This wonderfully practical and inspiring book is based on a belief I cherish: that all humans are creative and have talent."—Margaret J. Wheatley, author of *Leadership and the New Science* and *So Far From Home* "Maruska and Perry's book shows how we can harness our talents in ways that expand our horizons, ramp up our ability to bring out our best, and energize those around us in the same way. Indispensable."—Michael Ray, professor emeritus, Stanford Business School, coauthor of *Creativity in Business*, and author of *The Highest Goal* "This book offers you the keys to ignite your personal power."—from the foreword by Jim Kouzes, coauthor of the bestselling *The Leadership Challenge* "I've seen the key practices in *Take Charge of Your Talent* work with hundreds of people—from front-line employees to CEO. Read it and help your career and your organization thrive."—Frank Benest, Senior Advisor for Next Generation Initiatives, International City/County Management Association "I've long been aware that even the best of our company-sponsored talent development programs reach only a select few, leaving tremendous potential in the organization untapped. This powerful, persuasive book effectively supplies the tools for all employees to gain a fresh perspective, articulate aspirations, and recognize opportunities while confronting concerns and obstacles to gain results."—Ursula Kiel-Dixon, Special Projects Manager, Corporate Center Human Resources, ThyssenKrupp AG "In the new era of free agents, this book provides exactly what both individuals and organizations are looking for. Don and Jay have delivered a proven and easy-to-understand process for the development of an organization's most precious resource, its talent pool. In so doing, they inspire more job satisfaction and greater career fulfillment."—John Steinhart, Silicon Valley human resources consultant and former Director, Sloan Executive Program, Stanford Graduate School of Business "The heart of this book is a profound but easy-to-learn approach to becoming a 'generous listener.' Using the transformational power of this mindful practice, Maruska and Perry expertly guide the reader in a step-by-step process for recognizing, catalyzing, and optimizing your talent while helping others discover and express theirs. Highly recommended."—Michael J. Gelb, author of *How to Think Like Leonardo da Vinci* and coauthor of *Brain Power* "All too often, I hear promising young talents speak of being 'lucky' in their careers. I hate that. You make your own luck by knowing your strengths, embracing risk, and leading change. This book has the keys to unlocking what makes you thrive so that you can give voice to your ambition with authenticity and purpose."—Denny Marie Post, Senior Vice President and Chief Marketing Officer, Red Robin International "The world is filled with people who never realize their potential, many of whom never even realize they have unfulfilled potential. *Take Charge of Your Talent* provides an effective game plan for helping people move toward their hopes for what they might become."—Jim Thompson, founder, Positive Coaching Alliance, and author of *Elevating Your Game* "This practical book, filled with detailed coaching and useful exercises, reflects the extensive experience of the authors in coaching executives. This book will help you clarify, enhance, and find ways to apply your talents."—Jim Clawson, Johnson Higgins Professor of Business Administration, Darden School of Business, University of Virginia "Take Charge of Your Talent is a positive and refreshing approach to talent development. The *Take Charge* methodology offers techniques on how to own and grow your career while supporting the personal and professional development of your colleagues—creating a win-win for all!"—Renee Robertson, former Director of Talent Development, Verizon "The powerful tools offered in this book provide the only real security we have in today's job market—the ability to take control and fully realize one's talent."—Dawn Legg, Construction Liaison, Topaz Solar Farms, First Solar "The gem of *Take Charge of Your Talent* is that it reinforces the (often lost) reality that there are opportunities at any time, in any business climate. It is the prospect for meaningful productivity using your unique talents that lights the fire."—John C. Summer, Director of Business Development, Taylor Frigon Capital Management LLC "I had the opportunity to experience the Talent Catalyst Conversation with many of my HR colleagues, and it was amazing to see how following the process led to igniting possibilities for the participants. I hope Maruska and Perry realize their vision of 20 million people in 20 countries having these keys to take charge of their talent by the year 2020!"—Donna Vaillancourt, President, County Personnel Administrators Association of California