

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



Unrealized potential is rampant in today's workplace - if you're frustrated, you're not alone. Even top performers say that 30 to 40 percent of their talent lies untapped, according to surveys by Don Maruska and Jay Perry. A Gallup survey found that only 29 percent of all US employees felt engaged by their work, costing employers an estimated 400 to 500 billion dollars a year. Company-sponsored talent development programs can help, but they can't reach everyone. The good news is you have the power to develop your own talent, without waiting for someone else to give you the thumbs up. Take Charge of Your Talent presents three keys that you can use to determine your own career destiny. You'll begin by gaining a fresh perspective on your aspirations and opportunities through a carefully structured conversation with your chosen Talent Catalyst - a coworker, relative, or friend. Then you'll discover a host of ways to accelerate through obstacles, keep your hopes and energy high, and turn challenges into opportunities. Finally, you'll put it all together and transform your knowledge and skills into tangible assets and a personal brand that give you room to grow and multiply the payoffs for yourself and your organization.

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