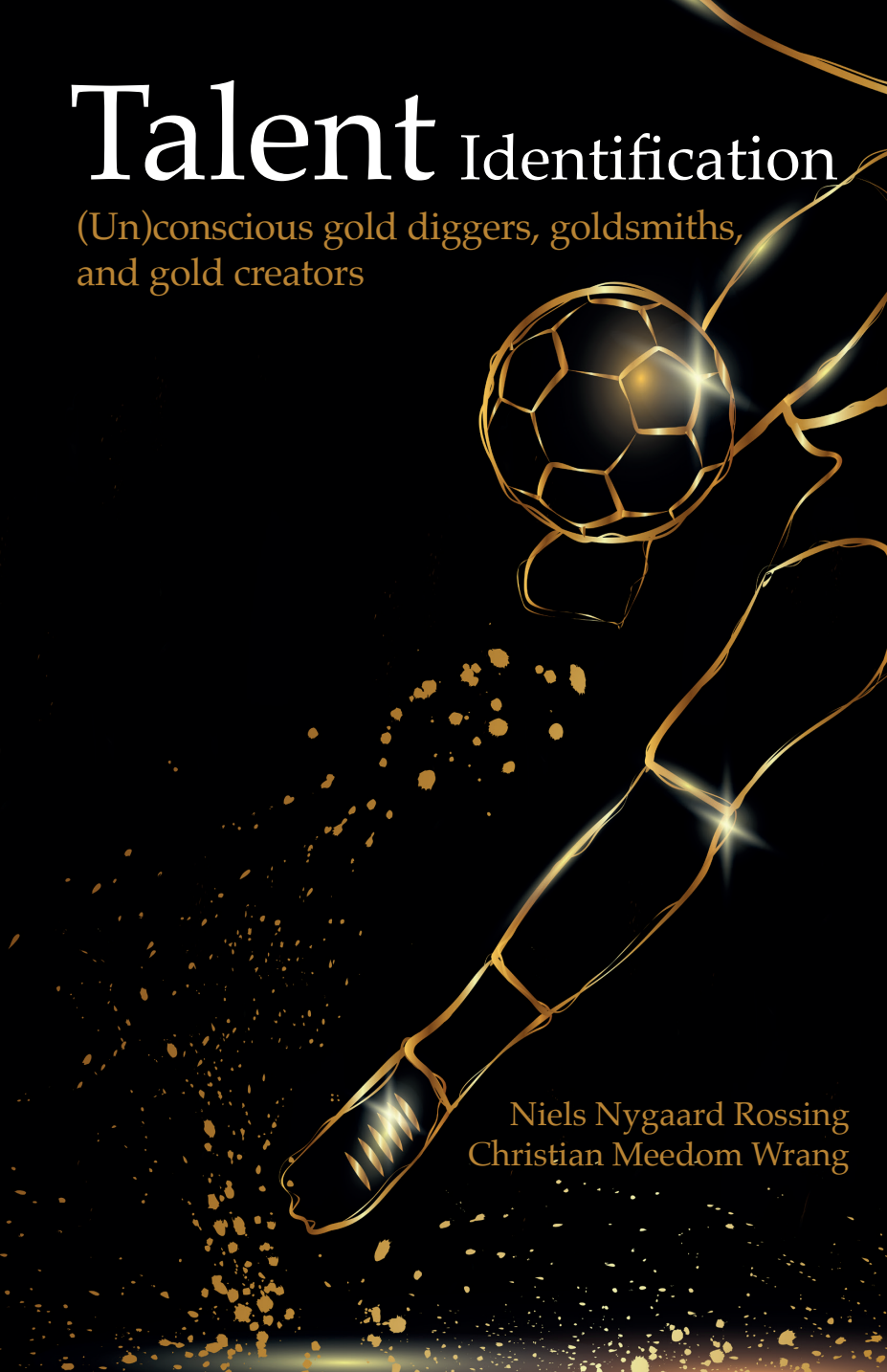
# Talent Identification

## (Un)conscious gold diggers, goldsmiths, and gold creators



Niels Nygaard Rossing
Christian Meedom Wrang

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*(Un)conscious gold diggers, goldsmiths, and gold creators*
By Niels Nygaard Rossing & Christian Meedom Wrang

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# Content


Foreword 5

Introduction 9

Talent and identification 13
- The natural talent 15
- The trained talent 16
- The contextual talent 18
- Identification 20
- The gold digger 26
- The goldsmith 28
- The gold creator 29

Talent identification for everyday life 35

Dynamic talent identification 41
- Identifying the talent as a CV 44
- Apples and oranges 45
- Identifying the situation 47

Blind spots in the eye for talent 51
Relationship bias 57
Maturity bias 59
Narrative bias 60
Cultural bias 60

Organisational best practice in talent identification 65
Danish cycling 65
Danish men's handball 67
Belgian football 69
Three talent-cases 70
Jonas Vingegaard – winner of the Tour de France 71
Erling Braut Haaland – currently the world's best striker in football 72
Chloe Kim - the world's best snowboarder 73

Guide to talent identification 75
Minimize formal talent identification 75
Awareness of "everyday talent identification" 76
Humility 77
Long-term perspective 78
Biased selection 78
Task-based identification process 79
Consider the importance of relationships 80

References 83

# Foreword

In recent years, talent has become a trendy everyday word. The focus on talent is not only found in sport and music, but also in primary and secondary schools, universities and, not least, in business. While the concept of talent development has had a strong international research focus, as well as a practical application, there have been few research contributions in the field of talent identification. Until now.

The aim of this book is to look at talent identification as a generic concept. Talent identification exists in almost all contexts and exists in many different ways, but at the same time has many similarities. This book seeks to challenge the conventional understanding of talent identification. Conventionally, talent identification is often something that only occurs with intention, constitutes a specialised competence and involves formal tests.

However, talent identification occurs every day. Visible and hidden. For better or worse. And always occurs in the development of fellow human beings.

So, we hope that with this book, you can learn a little more about talent identification as a phenomenon that covers the spectrum from everyday life to specialized testing.

So, dear reader, you also identify talent, but how conscious are you of your decisions and processes when identifying talent? Our guess is that you (along with the rest of us) are rarely aware of them! As talent identification can have far-reaching implications for ourselves, our organisations, and most certainly for those whose talent is being identified, it is important to approach it in a reflective and conscious way.

The aim of the book is also to suggest how talent and identification can be understood and practised across varied contexts such as sport, music, and business. At the same time, however, we acknowledge that talent identification can never be transferred directly from one field to another, not even from one sport to another. Yet, we can always draw inspiration from different contexts, concepts, and others as a starting point to create better practices ourselves. In this way, we hope that the book can inspire new reflections or practices for all those working to support the development of people.

The book incorporates talent research from the fields of music, education, and business, but will focus particularly on sport. The world of sport is relatively simple and observable in its expression, making it easy for most people to recall or create images compared to other contexts. At the same time, it is probably the field where the most research has been done on talent identification in general.

Furthermore, examples presented throughout the book often comes from a Danish context, due to the national origin of both authors.

Thus, primarily based on sport science research in talent identification, this book conceptualise how and why talent identification occurs in our daily life and in specialised testing. And how we can be guided by theories and evidence during identification and selection processes.