

NUMOQUEST®

Visibility of Talent starts here!

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Talent is...



Manageable/Coachable ?

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Intro

You truly want to get best out of life? Sure. It all start with some Happiness, Fulfilment, Grace, Smile ... and a Shiny Sun. Oh yes, and willing to look how Universal Principles work. It truly is as simple and easy as it sounds. The only you have to do is to give it your attention and focus for ten minutes. Then simply apply it whenever you want to.



Many ways lead to Rome. It's all about which way will walk easiest and best for you dear reader. There are many ancient Strong Universal Principles transcending every days way that aid you to where ever it is you're heading. NumoQuest offer these gladly to you so you can get the best and strongest out of your personal way in life.

These Universal Principles are working as long as universe exists and are used in many shape and format by people. Thing is, they let you pay for them. Why pay for something that is there? Free of charge, just laying Potential, for you to pick up and use. The simple thing is, to recognise and apply.

Amaze yourself in only ten minutes of your time.

Simply have FUN with it!

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Realities?

Since the turmoil caused by the banking crisis in 2008, the labor market set to become a disastrous economical killing field. Spastic measures were instated since it's outbreak with devastating consequence, for enormous Economic Human Capital in Europe, causing even greater chain consequences costing entire economies billions more.

At wish/command of the industries, the rules of engagement and labor underwent dramatic changes. Laying off employees became easier and cheaper as ever before. Any sound minded idea of coping and dealing with a crisis of this proportion, as a cohesive economy, where all involved counts, employers found political ear and it's spastic cooperation.

Politics facilitated employers to lay off professionals much more and easier at lower cost stating blatant it was for the benefit of the individual company and of course for economies health. Far from it. By taking these measures a huge damage was committed to the Human Capital and resources while in turn, sudden unemployed, professionals were blackmailed economically and politically to become cheap laborers in the end.

Companies laid off easily employers at the front to re-hire them as independent contractors, paying them less by fare economically viable for healthy commercial sustainment. Add a serious increase of discriminating denominators in the HR and recruitment process and damages overall increase by billions in chain consequences.

These steps and schemes has economically predictable immediate effects on the economy in any economy, on top of the set banking crisis. Grave danger on lay off also result in less to nul income, which will lead to short term predictable personal debts and lower capital inject into local economy. That on itself predictable will result in higher rates of bankruptcies which took place 2009 and 2015.

Against this background a very economic damaging spinoff surfaced. Spinoffs with even greater damaging consequences, neglected and silenced by commerce and politics.

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Assessments in the HR, recruiting and educational industries

Talent Management

Somewhere in 2008 many recruiters or HR professionals changed their nametags into 'Coach' or 'Talent Manager'. Suddenly many of these professionals were utter experts in finding.....

Talen.

Looking to these sudden change in the market, the question emerged , 'What is a Talent Manager'? It appeared hoax and fashion alike, where the only ' believers' of being a 'coach' or 'Talent Manager' were the commercially driven professionals themselves.

HR, Coach, Talent Manager and schemes

The HR professional, Recruiter, and others, now calling themselves ' Talent Managers' or 'Coach', the tools or tricks of the trade, remarkably didn't change. Even stronger, by the exploding connectivity of internet, all kinds of commercial endeavors and schemes in these fields also emerged.

A vast growing market of digital (online) tools and apps became available all to support any endeavor to analyse and label anybody and everybody. Regardless if these are the student, the young upcoming professional, laborer, manager, child, adult, every one is to be assesst and labeled, categorized, for what ever reason, for what ever purpose.

A huge army of coaches, HR specialist, Recruiter, mediator, overflooded society and all of us, you, me, private or professional, to be categorized. Many doom scenario was drawn,.... You must... you mustbecause if you don't it will pose grave consequence for Here also, fear and pressure sales.

Tendency now is that we as a healthy and sane individual, according to ' them' , are not capable anymore to thrive or to survive.

You shall be assessed or else....

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Reality is....

Reality is, of those 'new ways' or schemes or methods of assessments, they'll mean a greater danger to each and everyone of us. This because of the dangerous flaws in the process. These flaws are neglected for commercial reason by all those in their hunt for you. And the consequences of these flaws? Staggering billions of losses in many ways.

Please keep following...

Assessment tools

It is found that **99%** of the assessment methods, where 'YOU' are to participate in, bares the same history and methods of origin. The psychological history and background. All these means and methods of assessment requires YOU to personally attend and/or participate in any process of assessment. Ofcourse one will say, it all concerns and involves the assessment of.....

Some interesting facts to take into consideration

Virtually all ways of assessment requires not only your personal participation, depending the objectives, these also require your input. Regardless if input is a resume, your physical participation filling in questionnaires or take part in personal session.

Where are the dangerous flaws.....?

1. You

You need to participate in person, and that makes you flaw number one. How that is? Well, people are people and they are dynamic. This means that how you think about a certain topic today, is no guarantee that it will be so the next day. Please also take in consideration that you may be subjected, in every days lives, to all kinds of circumstances like, lost a relative or pet, just being divorced, just recovering from illness, or just..... not having your day.

Consider these and you very well may understand that there is no guarantee that you will provide the same or same level of input in any kind of assessment in future.

Sure, those providing the assesment to you will do or say anything to you to make you think that these are of no importance or relevant to the outcome of that assesment. Ask yourself, if that isn't relevant to an objective outcome for any assesment, then what will?

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2. The professional conducting the assessment

What goes for you, my dear reader, also applies for the one conducting the assessment.. Sure, not as much since she or he has to follow the rules of engagement, never the less, in any assessment there is a moment that active output and 'vision' is wanted, and then you have it.

How can you expect from a person of, let's say twenty five, to have character and experience, to have an objective view and life's experience, let alone, the momentum of you or me. Never the less, the outcome therefor will be utter dubious and subject to debate we'd say in the least.

Unless one is willing to accept all kinds of excuses that the tests and assessment are flawless and input of that particular professional of no consequence on the objectivity of outcome.

3. Frame Of Reference

If 'they' try to persuade you to accept the outcome of any form or type of assessment you are part of, there surely is no '**Frame Of Reference**' where one can measure any type of used assessment.

Think, how can there be a Frame Of Reference if there is only you???

Ofcourse here also applies that 'they' and technique or method are (scientifically) 'proven' enough to be of (useful) added value. Even more, the outcome by far is deemed that good that entire decisions are based here upon.

Think of it. Think and consider what above will mean to you in any stage or process of recruitment or coaching? Think what shall happen if entire important decisions are taken upon the facts of results of an assessment. Think that you have no ground or merit to control this process, be part of it none object any negative outcome.

On the other hand, it becomes more and more obvious and subject of debate that human assessments, in recruitment, education or for coaching purposes can pose down right danger.

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A reality

Imagine this. The objective outcome of an assessment, 'advices' or 'presses' you strongly to act a particular way, regardless your personality, regardless your feeling, your view, your personal conviction, as bases for you to decide to go along. We will provide you with lifes simplest statistics what is about to happen to you.



Just an ordinary life

The day you are born. Mom and dad gave you your name and there you are. It is scientific proof, the day you are born, you have your DNA. Not only does your DNA stores loads of specific medical details of you and your body, it also provides you with your natural character and your personality. Ofcourse, you are a part, genetically, of your mom and part of your dad. However, the bases of your character, the bases of your personality, still is there.



School

In essence the elementary provides a generic way of education. You name them, all these applies to each and every child. The results and progress are reported. But, it becomes impare that some will diviate from what is considered standard. Some will excell in certain areas, others will be pushed to develop and do better in other areas.

Mind you, this also applies into areas where the natural latencies of that person is low or virtually non existent. It simply is common practice and depending school, situation and case there even is a budget to hire someone to push 'the weak' into higher gear or level. For the system is your God and the schools avarage on paper the weigh for next years budget.

Up Following courses or education

When all of these continious in consequtive education, there will be some variation and choice but one can imagine that when direction of choice is based upon findings and assessment of prior course of education, here the foundation of deviation from ones natural abilitie and latencies becomes obvious. And since there is no real Frame Of Reference, there is no objection.

Here we like to emphasize that **over 40%** of the students here, in first two years will make a complete change of educational direction. Because of results and/or personal choice. Any idea of the costs of these?



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Your first job

The day arrives that one has applied successfully upon a jobvacancy. There one is to start most time over again for ones education roughly fits the direction of choice but the differences between prior education and real life often are enormous. Still the desire to excell, outweigh common sense and heart. The boss is GOD and the paycheck our mealticket and roof over our heads.



Then the first stress, illness, brick wall, burnout

Of course there are high expectations and stress of making it all work and the more one strive against own nature, own natural characteristics and latencies, the more one may expect the results of acting against ones own personality. Regardless. For it is scientifically proven that acting against personal characteristics, believes, latencies, for whatever economical excuse, will bares its toll.

That of course is if you survived all kind of assessments and tests and followed all kinds of 'relevant' courses. For the same economic excuse and eagerness to succeed, one goes to length, often without realizing the waste of vital lifes energy.

Here we halt for a moment. For this is nothing new to you dear reader. Nothing new at all. Just put in words what an average life's path looks like.

'Talent' versus Nature

For what you have read here is just YOUR TALENT and your nature at the slaughter of life. And now the most important question of them all?



What is Talent?

There will be many long and sometimes quite extensive explanations. Basically it comes down to this;

"Talent is ones natural born characteristics and latencies."

It is as simple, yet most powerfull as that. Ofcourse now the question is how to assess and punt into phrases what the set of characteristics are, what latencies are, given to each and all of us individually. And just that assessment, ***in 99% of the cases***, pose a dangerous minefield with hazardous and sometimes very costly consequences.

Coaches

Perhaps you consider yourself to believe that you might be in need of a coach and go that way. Still, you have no idea what your natural born talents are. Depending the commercial drive, they all will try to let you believe that ... any which way in assessments or coaching will provide you these answers.

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KaChinG!!!!



<- That is NOT you by the way!

The KaChinG!!!!

The KaChinG!!!! goes to anyone but you, employee, employer, student, Talent. It goes to the 'middleman' that is providing the assessment that decides whether you are the right one for the job. Because you think you KNOW this for fact, the tendency that you are less scrupulous, eager for the job, eager to make that change, eager to get into that **top 5%** of.... What ever it is you pursuit...

That will make you do almost ANYTHING to get into that top 5% of the assessment schemes . Even if that means that you will analyse for nights and nights on a row all those online assessments, tests, techniques, questionairs you find, to in the end recognise the red thread. Than you have prepared yourself ultimo for That one all deciding assessment. Moment of truth.

However. .. On that decive moment of possible glory, is it really you? Or is it **'the want', 'the craving'**? And still in the moment of possible 'shining', there will be no way of telling what your 'TALENT' truly is!

But.....

They all together still don't have any 'Frame Of Reference'. What they have is a list of explanations why their scheme, technique, methode, is proven, is right Is validated because Is certified. But **99%** of all these? Haven't got a **'Frame Of Reference'** where you or I can measure their outcome. The outcome of any assessment fort hat matter.

Assumption Mother of F#ck#ps

You have to asume that 'they' are right. For they told you how it works, they told you what they need and if you were one out of the hundred who reacted? Then tough. The chance of them getting you truly as that 'Top Knotch Talent' is < 0.3%. Go figure. Here your moment of shining is realizing that these assessment methods and techniques, for 99% doesn't say anything else then that the statistic percentage of getting the wrong one is **99%**

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Some statistics

Here some other statistics...

65% of the professional engaging themselves commercially with assessments have absolutely no background in the fields they are working with or for

Over 75% of the professionals providing any mean of assessment, have no merits, nor knowledge or expertise in the fields they work for.

Over 80% of recruiters and HR professionals, using means of assessment, have nothing to do with the fields en professions they are using these means for.

Over 95% of 'talent managers', have absolutely no idea what talent is.

Over 95% of coaches in any field, have the firm believe that any one alive is in need of some sort of help or coaching to be a better functioning person.

99% of the coaches using means of assessment have no Frame of Reference where they can measure there findings and results upon.

99% of all here above, with hall their methods, means, techniques in assessing you or me, have no idea of your or our natural born latencies or characteristics is.

For would they be able to, it becomes most evident that you will be shaped and scaved according your personality and natural born latencies. You would be a most happy person.

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95% 4% 1%

There are universal principles. Principles that all commercial driven professionals, never ever consider to accept. That is because they don't have any knowledge of them or, neglect them if not suiting their cause. Perhaps they know there are but it doesn't fit the purpose commercially.

One of the strongest here is

The 95% 4% 1% principle

1% truly have 'IT'. They know they have 'IT'. They live and breath 'IT' They dream 'IT'. They don't care what the world thinks of their 'IT'. They know one thing. As long as they stay with their own 'IT', 'IT' fits, 'IT' works, 'IT' provides.

4% Has found an 'IT'. They haven't found how 'IT' works but up tot hat point it works so never change the winning formula of that 'IT'. There is a clear border between these **4%** and the **1%**.

Those in this catagory looks at that **1%** and think it's fine.

95% of the rest? They either Adore these above, Love these above or.... Hate them to pieces. They strive and follow all kinds of schemes like those lecturing things like the 'law of attraction', buy all kinds of esoteric books of 'how to get ridge' and follow all kind of courses like 'how to mary a millionair'.

A percentage of that 95% is quite content with their lives, a percentage loves to be the wannabee's of these 5% , and an another percentage love to see them, adore them, being great fan of...

Have a good look to this principle. Memorize it, breath it, embrace it. The key here is to be the top **1%** of what makes you **UNIQUE!** Forget what others think or say of you. Know that you are

Connecting the dots....

As you perhaps now realize that that universal law is applicable to any one, anywhere in the world. Remaining question will be What is 'IT' to you? To answer that question properly, one has to have one thing first. A complete idea and conviction of what she or he, by heart, by nature is. Not what commercials, pschology, coaches or any other try to make you believe you are, to be!

That's what you know you have, you are by heart.

Only then you can strive to the **1%** of your 'IT' league and be the best you can be.

Have FUN and Good luck in any endeavour you're pursuing...

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