

TALENT RESEARCH FOUNDATION

Research • Teaching • Consulting

An Executive Summary

“Uncovering Natural Zones and Key Aptitudes
are the most important factors in personal success”

Skip Moen Ph.D
Principal Consultant

Talent Research Foundation,
58-3, Upavon Road, Singapore 507742
15000, Thoroughbred Lane, Montverde, FL 34756, USA
Tel: (65) 6336 3484 Fax: (65) 6545 0709 email: talentresearch@pobox.com

Natural Zones and Key Aptitudes Are the Most Important Factors in Personal Success

Most of us have to admit that our path to success has been anything but a straight line. We have experienced "trial and error", wandering, serendipity and just plain luck on the way up. But what if it didn't have to be like that? What if you could know *beforehand* where you would be optimally productive during the entire course of your lifetime? What if you could define your economic advantage and competitive edge *before* you had to wander through a dozen different jobs?

How much more satisfied and successful would you be if you understood the straight line path that maximized who you really are?

Our research and analysis demonstrates that there are innate 'absolutes' that define where the individual will be most productive and that engaging these 'absolutes' has direct, positive benefits and consequences for career or vocation decisions.

While education, training, experience, culture, family upbringing, ethnic background and opportunity can enhance these absolutes, they nevertheless remain consistent and endure during the lifetime of an individual. They are embedded in the person, not merely added to the person. The productive contribution of an individual during a lifetime is a direct function of how much he or she gives expression to these innately embedded specific absolutes.

Each individual life can be optimized by uncovering, developing and deploying the specific absolutes that are innately embedded in the person. A career or vocation built on the bedrock of these innate absolutes will enable the individual to deliver results, exceed expectations and ensure excellence because it engages what is 'hard-wired' in the individual.

Our research reveals the presence of two key absolutes embedded in any individual. These two innate absolutes are foundational and pivotal to sustained productivity. The first innate absolute embedded in any individual is defined best as the person's **Natural Productive Zone** (or simply Natural Zone). This absolute defines where the individual is driven to function optimally and what kind of activities or engagements energizes him or her the most. There are *seven* distinct natural zones. Our research demonstrates that each individual will function optimally in only *one* of these seven zones during his or her lifetime.

TALENT RESEARCH FOUNDATION

Research • Teaching • Consulting

The second innate absolute embedded in each individual is best defined as the **Key Aptitude** (or also referred to as the person's DNA - Definitive Natural Aptitude). An aptitude defines a natural capacity for effectiveness. The innate Key Aptitude embedded in each individual represents the most uncanny and potent 'tool' or 'weapon' of the individual. It is the 'sharpest knife' the individual is equipped with to optimally function in their natural zone. The expression of this innate aptitude allows the individual to demonstrate exceptional prowess and acumen. It is the default that the individual falls back on when required to handle or accomplish any critical task or mission. The more an individual gives expression to their Key Aptitude, the more the individual demonstrates a vigor and vitality that is continuously renewed and replenished. This becomes a perennial source of inexhaustible energy.

Our tracking of 'peak productive performance' in the life of an individual reveals that as long as the critical deliverables in the job or role required give expression and engage the innate 'absolutes' (Natural Zone & Key Aptitude), the individual is able to sustain optimal productive performance. **Whenever the role is changed and the individual is required to deliver critical results that do not engage or give expression to innate absolutes, the performance of the individual becomes sub-optimal at its best and more often than not, results in unresolved frustration, fatigue and burnout.**

Understanding and engaging Natural Zones and Key Aptitudes will significantly alter the way we educate, hire, assign, promote, train, appraise, manage and invest in people. If this reality is ignored, neglected or even denied, the consequential impact on any knowledge-based economy will be both damaging and far-reaching. Stifling innate talent is tantamount to enervating and emasculating the specific productive function embedded in any individual. It is damage to the heart and soul of human progress and development.

No business or organization can afford the loss of human productivity attached to putting the wrong people in the wrong jobs. Now there is a way to make sure that this doesn't occur *before* the assignment or hiring decision.

No individual can afford the trial and error approach to career success. Wasted time and effort only result in frustration, sub-optimal performance and job change. Now there is a way to know *beforehand* where you will be most fulfilled and most successful.

Talent Research Foundation provides the diagnostic tools needed to uncover Natural Zones and Key Aptitudes. It is specific, determinative and life-long. Any other approach is just betting on good luck.

© Skip Moen, 2006

Talent Research Foundation,
58-3, Upavon Road, Singapore 507742
15000, Thoroughbred Lane, Montverde, FL 34756, USA
Tel: (65) 6336 3484 Fax: (65) 6545 0709 email: talentresearch@pobox.com