

MEANING OF TALENTS AND SKILLS

Talent is an inborn ability or natural aptitude of a person which is often hidden and needs recognition. It means, being good in a certain activity, without actually learning or acquiring it. Talent is also an inborn quality within the person. It is often hidden and raw, which needs recognition at the right time. It can be improved over time if efforts are made in the right direction. Every one of us is born with a special quality; that is talent. Not only in the field of study, a person may possess talent in dancing, singing, cooking, gaming, acting, swimming, counseling, influencing, painting, etc.

Skills refer to an ability or an expertise in performing a task, obtained by a person through systematic learning, practice or experience. It is the outcome of continuous efforts and improvements made to gain proficiency. Skill enables you to perform a task efficiently. As there are no criteria for acquiring skills, it can be practiced by any person, but it requires lots of hard work, time and other resources of the person to develop it.

PROCESS OF IDENTIFYING, NURTURING AND PERFECTING TALENTS AND SKILLS

Process of Identifying Talents and Skills

Talents and skills can be identified through these means:

1. School: Schools provide opportunities to identify individual talents in the area of sports, technology, oratory, intellectual skills, arts, crafts and so on.
2. Home: Parents, siblings and relations can help to identify one's talents as they live, and do things together at home.
3. Competition: During competitions, those who have special talents and skills excel and are identified.
4. Group work/Activities: When people work in group, some will show leadership qualities while others will always make productive and constructive contributions which can solve problems. By such actions,

different talents and skills are discovered.

5. Carnival: During carnivals, some tourists come for talent hunt and help skillful participants to excel.

6. Press: By advertising somebody's work, the press people can draw the attention of talent hunters, who will locate those with specialized skills and talents.

7. Non-Governmental Organizations (NGOs): Some NGOs focus on particular vocations and go out searching for those with skills and talents related to such vocations. For example, International Youth Peace and Tourism Development Initiative (IYPTDI) and Youth Federation for World Peace (YEMP).

8. Religious Bodies: Religious bodies interact intimately with people. During such interactions, people's skills and talents can be discovered.

9. Exhibition of Work/Craft: During exhibitions, people who bring their works and talents can be discovered through such avenue.

10. Social Education: Through social education, the relevant agencies responsible for identifying and projecting talents and skills like Orientation Agency (NOA), National Poverty Eradication Programme (NAPEP), and National Directorate for Employment. (NDE) can help to enlighten the masses on how to identify and develop their talents and skills and how to benefit from them.

Process of Nurturing Talents and Skills

There are various ways of nurturing talents and skills. They include:

1. Monitoring: Identified talents should be monitored by the government and the appropriate bodies, to know their state and the progress they are making.

2. Funding: The government should make money available to fund or finance the development and nurturing of discovered talents and skills.

3. Exposure: The identified talents should be exposed to new and latest technology relevant to the growth and the improvement of the talent.
4. Enabling Environment: A conducive environment encourages productivity and talents and success. also in-virtues talents and success.
5. Projection: The identified talents should not be allowed to die obscurely; they should be projected to the outside world.
6. Promotion or Patronage: Producers and manufacturers of special items and works should be patronized to avoid being discouraged.
7. Media Promotion: The press and all mass media should help in advertising, publicizing and promoting discovered talents and skillful people. There should be vii programmes for the promotion of vi dignity of all forms of labour.

Processes of Perfection of Talents and Skills

Talents and skills can be perfected through the following ways:

- i. Constant Practice: when something is done on a regular basis by a person, becomes a part of that person. In other words, practice makes perfection.
- ii. Government Patronage: This will make the person to produce more and eventually specialize in a particular aspect of the skill.
- iii. Awards of Excellence: This will encourage and motivate them to work harder and make names for themselves through their skills and talents.
- iv. Competition: Through this, people will improve on their skills and talents.
- v. Openness to Criticisms: By making use of positive criticisms, one can correct one's mistakes and improve on one's talents and skills.
- vi. Creating standards
- vii. Professional training and skills acquisition programme.

Consequences of Undiscovered Talents and Undeveloped Skills

Inability to discover talents and develop skills to their full potentials could result in the following problems:

1. Wrong channelling of talents and skills.
2. Unemployment.
3. Underutilization of talents and skills.
4. Wastage of human resources.
5. Frustration to the possessors.
6. Underdevelopment.
7. Social instability.