

The Discover Your Talent Program for Veterans™

The Discover Your Talent Program for Veterans (TDYTP) helps each veteran gain self-confidence and a sense of well-being by understanding their unique inborn abilities and talents as well as the seven other vital factors—skills, interests, personal style, family, stage of life, values and goals—that comprise a **Personal Vision**—the blueprint and plan of action to create a career of success, satisfaction and freedom on their own terms.

*Natural talents and abilities are what an individual does innately well: what you are “uncommonly good at.”

If you work with them, you are far more engaged and fulfilled. If you work against them, work becomes laborious and less productive. Abilities are not acquired through training or experience, remain relatively stable over a lifetime and have been researched and studied continuously since 1992.

This self-knowledge can give veterans a better understanding of themselves and the key factors that directly impact how to research career options and explore what education, training, licenses or certificates they may need to enter an occupation or profession *with confidence and focus*.

This intensive program is designed to keep veterans at the center of making work and life decisions—for them and by them—in a productive and focused manner. The actionable takeaways from the program include:

- What are their innate abilities and how to actively use them in their career search
- How to deploy the seven other key factors that directly impact their job satisfaction and success
- What occupations, professions and roles are held by others with a similar MOC and innate ability patterns
- How to create and put into action a Personal Vision Statement for their work and life
- How to articulate their strengths and natural abilities to outshine their competition in job applications and interviews
- How to become part of the fortunate few individuals who are using the best of who they are every single day, in careers that provide job satisfaction, opportunities for advancement and financial rewards

An Outline of the Steps of The Discover Your Talent Program for Veterans

Step I. Take the Highlands Ability Battery

- The assessment takes 3.0 to 3.5 hours at a computer and can be done at one sitting or over a period of a day or so, depending on your schedule. For exactly 100 years it has been the only assessment that measures one's inborn abilities via work samples not self-report, as 99% of other assessments do, and over one million individuals have taken it to date.

Step II. Review Your Custom Reports

- Read the two, 25+ page, in-depth, personalized reports that explain in detail your unique combinations of innate abilities and talents.
- Learn how they directly impact your performance and satisfaction in your career and life overall, particularly regarding your unique manner of communication, problem solving, learning and decision making.

Step III. Receive a One-on-One Feedback from a Member of The Talent Team

- Receive a 90-minute to two-hour feedback session with a Talent Team member, a Highlands Certified Consultant, to interpret your unique patterns of talents and abilities and what those mean for your education, career and life choices.
- An audio or video recording of this session will be sent to you after the feedback.

Step IV: Explore Best-fit Career Options via O*Net for Veterans

- O*Net (The Occupational Information Network) is the nation's primary source of occupation-specific information, developed by the Department of Labor. The career database reports in-depth information on over 900 occupations and professions. O*Net now includes a search tool specifically for veterans which uses Military Occupation Classification (MOC) and natural abilities, as measured by the Highland's Ability Battery, as factors for which occupations O*Net recommends to explore.

Step V. Eight Weekly 60-Minute Group Coaching Calls

- One day a week, a member of The Talent Team will lead an online group coaching call in which one of the 8 essential factors that comprise the ***Whole Person Model*** will be discussed.
- The coaching sessions will follow the content of the book: **“Don’t Waste Your Talent: The 8 Critical Steps to Discovering What You Do Best.”**
- A free online version of *the book will be provided to each Veteran.*
- This book guides you through a process to create a Personal Vision for your life and career based not only on your innate abilities and talents, but the other critical factors--skills, interests, personal style, family, stage of life, values and goals--that have been proven to impact success and satisfaction throughout one's life and career.

Why We Are Uniquely Qualified: Empirical Results

The program is based on a personal development initiative that was created in 1992 by two successful U.S. Army Veterans: Don Hutcheson, a lifetime entrepreneur, author and inventor and a PhD clinical psychologist, Robert D. McDonald. Today the program has effectively helped over 100,000 individuals, including veterans, managers, and employees in Fortune 500 companies, to understand how they are “hard-wired to succeed” and to create a strategy and action plan to build a meaningful life and career.

In his best-selling book, *What Color Is Your Parachute?*, author and internationally acclaimed career expert Richard Bolles states the importance of understanding yourself: ***“Doing extensive homework on yourself has an 86% success rate, the highest by far of any job-hunting method.”***

*Source: *What Color Is Your Parachute-A Practical Manual for Job-Hunters and Career-Changers* by Richard Bolles, 2020 Edition. (10 million copies sold internationally since 1970)

From the beginning the program demonstrated the empirical outcomes on individuals and the organizations they work in. A series of 9 different research scales via an extensive questionnaire were administered pre-program, post-program, and 6 months later.

The survey delved into the vital factors that have been shown to directly impact an individual’s workplace performance:

- *Improved Satisfaction*
- *Greater Productivity*
- *Maximizing One’s Talents*
- *Reducing Stress*
- *Increasing Optimism*
- *Connection to the Organization*

- *Clearer Personal Vision*
- *More Balance.*

The results from a study of 165 corporate individuals representing Fortune 500 companies who participated in the program, averaged a 36% improvement across all 9 measurements.

Ongoing Research

From day one of the launch of ***TDYT Program for Veterans***, each participant will become a part of an ongoing research project that measures similar career success dimensions as outlined above.

CONFIDENTIALITY

Assessment reports (written and verbal) from Step One of ***The Discover Your Talent Program*** are confidential. The only two people who have access to this information are the participating veteran and The Talent Team member, a Highlands Certified Consultant, who gives the veteran private feedback on their assessment results. It is never shared with others including, but not limited to, any Discover Your Talent team member or others.

Don Hutcheson

For 49 years Don Hutcheson has been an entrepreneur, inventor, author and coach. He's never had a "boss" and has created six innovative companies in the fields of personal development, advertising and publishing. Don coauthored *Don't Waste Your Talent – The 8 Critical Steps to Discovering What You Do Best* (3rd Edition) – [Click here to read](#). He served in the U.S. Army for 3 years as a Russian Linguist and earned his B.A from Emory University in Russian Studies. Don is credentialed through the International Coaching Federation.

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Don Hutcheson was the founder and creator of The Highlands Program, which was acquired by The Highlands Company LLC in 2001. Under new leadership the Highlands Company LLC has developed publications such as the Highlands Career Exploration Supplement relating patterns of abilities to careers and has transformed the Highlands Ability Battery to what has become the gold standard among career assessments.