



Nick Bishop Solutions

Is talent hereditary?



And can we clone humans?

Does talent run in families? Will children automatically inherit the talents (or otherwise) from their parents? Is talent then genetic or learnt?

Clearly, the answer is both...Some people are born with greater potential, but without hard work and practising their talent will come to nothing.

One piece of research involved 14 studies of top chess players and musicians concluded that only about 30 per cent of the variation between performers could be accounted for by their hours of practice...The inference therefore is that there was an element of pure ability and/or some inheritance of the skill.

Great employees are worth their weight in gold. When we recruit, we sometimes look at the traits and behaviours of our better performers...What do they do, and how can we recruit similar people? Sometimes we ask our more experienced team members to mentor new recruits...To pass on their experience...In essence allowing them to inherit knowledge!

It is generally accepted that we talk about inspirational leaders and discuss what it is about them, and what we can learn.

We would never want to clone individuals, but one coaching methodology is called "Step Change". Here we pick a person who is widely accepted as having great skills in a certain discipline. We discuss what great looks like and represents. We then look at those areas in the person being coached. Identifying and ranking those skills against what we have agreed "great" looks like. The discussion then becomes the step change to grow the shortfall in skill sets.

So while the inheriting of talent can be debated, and cloning not wanted, we do use these two areas in our chosen fields...***We should never cease looking for ways to improve!***

I am an ordinary man who worked hard to develop the talent I was given. I believed in myself, and I believe in the goodness of others.

Muhammad Ali