

The Ten Commandments of Talent Development

By François Gagné, Ph. D.
Honorary Professor of Psychology
Université du Québec à Montréal

I - Thou Shall Distinguish...Horizontally!

- Four Qualitative Perspectives
 - Domains and sub-domains of giftedness
 - Fields and sub-fields of talent
- Practical Impacts
 - Appropriate labeling
 - IGAT: the usual target population

II - Thou Shall Discriminate...Vertically!

- The MB System of Levels
 - Minimum threshold: top 10% G or T
 - From mild (1:10) to extreme (1:100 000)
- Practical Impacts
 - Appropriate labeling
 - Look for different needs
 - Highest means fewest
 - Beware of hyperbole

III - Thou Shall Identify...Multi-componently!

- IGAT Components
 - Potential
 - (past) Performance
- Beyond IGAT
 - Interest - Passion
 - Willpower - Perseverance
 - Self-determination - Autonomy

IV - Thou Shall Select...Armsopenly!

- Vertical Perspective
 - Revising the 5% rule
 - The Reis dissertation
- Horizontal Perspective
 - Within IGAT
 - Beyond IGAT

V - Thou Shall Intervene...Earliestly!

- Revising the Grade 3 - 4 rule
- Precocity begins...precociously!
- The Early Entrance cornerstone
- Pre-elementary...my dear Teacher!

VI - Thou Shall Condense...Foremostly!

- Enrichment as the goal
- The four Ds of Enrichment
 - Density, Difficulty, Depth, Diversity
- Why prioritize Density
 - Best response to ease/speed
 - Space creator for more enrichment

VII - Thou Shall Accelerate...Asneededly!

- Acceleration 101
 - A true form of enrichment
 - Uniform positive evaluations
 - Common in other fields
 - From minimal to radical
- About « asneededly »

VIII - Thou Shall Enrich...Relevantly!

- Diversity as a major target
- Subjective relevance
 - An age-related phenomenon
 - Close linkage with abilities & needs
 - Micro and macro levels
- Societal relevance
 - Pre-packaged curricula
 - Special school curricula

IX - Thou Shall Group...Fulltimely!

- A touchy subject
- Regular classroom E is very rare
- The challenges of the RG teacher
- Diagnosis: Mission impossible!
- Why fulltimely: the limits of pull-out
- Keep in mind the purpose!

X - Thou Shall Dream...Eyeswideopenly!

- Dreams of fame and fortune
- A complex choreography
 - Obstacles from inside and outside
- Little room at the top
 - The scarcity of eminence
- Eminence vs. Life success

Conclusions

- **THOU SHALL**
 - Memorize ... Faithfully
 - Apply ... Wisely
 - Advocate ... Relentlessly
- ... And may the Force be with you!