

### “The Talent Discovery Educational System”

Dear Interested Friends of the TADA Program,

Imagine an educational process that taps into every child's wellspring of mental potential and empowers him or her by teaching how to harness and direct that vital energy. Now, imagine a program that employs the quintessence of educational strategies to implement that process. What you have is the JETTI Dream, rooted in the vision of that gifted great Dr. Martin Luther King, Jr., a dream of equality and liberty for all.

JETTI—the Job Exposure, Talent and Training Institute—is a 501-(c)(3) non-profit founded in 2003 to improve the quality of education, resulting in an improved overall job/life experience for students as they enter the adult working-world. It's TaDa Program—Talents Are Discovered Awareness—was created as our K-12 education focused initiative. Benefits will be realized not only by these young people, but by their employers and society at large. Our dream is true equality of life for all, beginning with talent discovery for *every* child! We believe that talent discovery based education is our roadmap to true freedom. If we can help *every person* to discover his or her personal inspiration, or inborn talents, we can then help each one find a path to a productive life filled with contentment in living, full of naturally streaming self-esteem.

America continually demonstrates the possibility that this dream exists for all, yet why does the system fall short of helping *everyone* find it? Should not we, who are blessed to have discovered our niche where our inherent talents are fully realized, work now to make this discovery the rule for all? Would not this intention best serve humanity? Talent discovery is like teaching the fisher-student how to be empowered by *owning* the pond of self-esteem.

We know so many talented individuals who end up dropping out of high school. As a result of their fears and deep sense of inadequacy, they end up in prison or in homeless shelters. Many suffer from alcoholism, drug addiction or depression, even to the point of committing suicide. If only those now in our educational institutions could be provided a highly efficient means of talent discovery, mastery development and ultimately job placement! Then this loss of human potential could be circumvented. We at JETTI know that peace of mind meets self-fulfillment when these kids find their inborn working talents, their special niche. This is when the forward momentum of self-confidence replaces the murky inertia of repeated failure.

Our reasoning tells us that helping these 20%+ kids who drop out of high school and the 70% who drop out of college must be our mission. As it is, the most stalwart ones jump into jobs for which they have little interest just to keep afloat financially, leaving their undeveloped talents abandoned and unused. This is a trial-and-error discovery process that results in disillusionment for both employer and employee with millions of hours and dollars wasted in industry alone, not to mention the costs to society in the form of crime, prisons and poverty.

We hope that you will share our goal of advocating intrinsic change in educational strategies for the K-12 systems, as outlined on the following pages. JETTI now offers a professional, short-term talent development training program for teachers—where they become certified TADA Instructor—which provides the tools we have discovered for unlocking and embracing talent discovery and the secrets of success our favorite teachers used.

Sincerely,  
Christopher Harper  
President JETTI

# An Introduction To K-12 Talent Discovery Education- “TADA”

On the following pages you will find insights into JETTI’s educational philosophy of its K-12 program, called TADA —Talents Are Discovered Awareness Program. The foundation principles TADA advocates are already being successfully demonstrated by our highly successful teachers, although done intuitively for the most part—which simply suggests their innate talents as being more refined. Such teachers you would most likely have classified as your favorite, from the student’s prospective—as they mastered the natural talent for touching our hearts. Thus, what you have with the TADA program is a road map or teaching model for becoming a highly talented, high performance teacher—capable of bringing many “TADA Moments™” into a student’s life. Through adopting the TADA philosophy and universal teaching methodology, we are confident you will come to agree, improved performance at every level is a highly logical and natural outcome. After all, what else could the outcome be when we fill a school with ‘our favorite teachers’?

## Overview: Exploring the Heart of the Matter<sup>1</sup>: Our Vision

When we explore the heart of educational strategies for the past 5000 years, we come to realize that its intrinsic nature has always been grounded in the purpose of ensuring the child or family survives—or having fear based consequences. Whether centered along avenues of communications and skills required for agriculture, sports or entertainment, the undercurrent of intention has always been ‘so to survive’. Even upon the dawn of our industrial revolution that inspired physics, electronics and our vast fields of contemporary study, this elemental fear-based foundation of survival has remained intact. As a result, our precious children’s hearts continue to have subconsciously driven anxieties that pointlessly threaten their survival—resulting in unhealthy behaviors that for many, remain in them for the rest of their lives.

Through *Talent Discovery Education*, the task is to change this. The system will demonstrate that when education’s purpose is a heart-centered, inner exploratory process based in the present tense, with an equality awareness of each child’s infinite potentials, it is far superior to a purpose clouded by fear or motivated by the need-to-survive mentality. We need not focus on changing minds or curriculum. Minds have always followed the passions of the heart. We need only focus our energies on opening the heart so that each child’s natural talents are discovered, embraced, and then nurtured in such a way that allows for educational and occupational pursuits that are a natural expression of the intrinsic intelligence within all of us.

In its most expansive sense, the *Talent Discovery Education* is an adventurous, inner exploration helping children discover their inherently good hearts. Intrinsicly, it changes the nature of education from fear-based to esteem-based, having unlocked the secret and once intuitive formula used by all our favorite teachers. These same principles are elemental to all prominent educators and business leaders throughout the world. We remember these special people because they opened our minds and hearts to our greater potential, mostly because of their belief in us—until we believed in ourselves. Their secret was intuitively knowing how to create an esteem-based environment that revealed the excellence in us, exposing us to natural talents we already had.



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<sup>1</sup> In this section, excerpts were taken from Ken Carey’s book, “Star Seed Transmission” that best described the difference between the old educational paradigm principles which humanity has historically embraced versus the system Talent Discovery Education, by JETTI, seeks to see as the new standard for the world.



Now imagine if the whole system influencing each student in a like fashion, where every teacher, parent/guardian, administrator, leader and community politician had the same message, for every single

child? Teachers already have the talent—so all that is needed is a foundation that supports their intention of leaving *not one* child behind. They will produce this results if allowed to transform the system—we need only support their heart’s desire, intrinsically changing the system from survival-based to talent discovery based.

### **Talent Discovery Education Defined:**

Talent discovery education is a process that recognizes and fully embraces the fact that every child has inherently natural, inborn talents—and everyone of them wants to win! When developed through a system designed for discovery, development, and ultimately mastery, superior learning abilities *naturally* emerge.

**Summary of Talent Discovery Based Education System:** *Talent Discovery Education* begins with every adult involved completely *embracing the belief* that each student already has the talents within them to excel at learning anything they are taught—acknowledging that each student uses *our belief* until they believe it for themselves. Second, without need of changing curriculum, teacher must have the freedom to creatively invoke and nurture a child’s *natural curiosity* throughout the learning process if they are to fully engage each child’s natural talents to learn. The third and final step is practice—for practice is the activity of intention to master one’s inner talents—to draw them out, which is the true process of education. Thus, each lesson has meaning, which is where the student’s natural learning abilities become self-motivating and talent discovering!

### **Three Learned Principles That Ensure Success**

Three universal principles of success are key to teaching the talent discovery process of education—fundamentally recognized by business leaders the world over. These simple principles are Competence, Commitment and Courage—and were introduced in the 80s, through Ken Blanchard’s books on *One Minute Management*. Competence is having the knowledge to do the job, task, or activity at hand. Commitment is the willingness to show up for the job, task, or activity, in order to perform it or work towards mastery of it. Courage, which we added for student training, is the ability to choose, and then stick with what is chosen, above all else, to benefit one’s self and others.

### **Implementing Talent Discovery Based Education**

Implementing TADA in the classroom is easily facilitated through the incorporation of the TADA Talent Discovery Education principles in the classroom. These principles and the impact of there incorporation is easily mastered by reading the book, *Becoming The Teacher You Always Loved*.

Additionally, formalized teacher training and orientation is available through the TADA Program staff, which can be explored and contacted through the web address [www.TalentsAreDiscovered.com](http://www.TalentsAreDiscovered.com). Here, you will find instruction and available workshops and multimedia training.

Feel free to email us directly as well at [info@talentsarediscovered.com](mailto:info@talentsarediscovered.com) if you’re interested in attending. In the meantime, we leave you with a few thoughts on using talent discovery based education in the classroom:

**In closing**, let us remember that in just 10-15 short years, our children will be “potentially” performing one of over 30,000+ different jobs in the world—with many new ones that have not even been created as of



today. Our most important task is to help them find the one where their talents best shine—where work is not just work, but a calling or avocation—a place they truly enjoy and thus where they can make their special difference in the world. We are confident when we do, the results will be less child suicide, less crime, fewer homeless, fewer prisons to build, fewer people to feed and fewer lives to help fix. So please consider strongly getting involved.

If you're an educator, consider attending a workshop to become a TADA teacher. If you are a parent, use these same principles at home with your kids, explaining your belief in them and the importance of mastering the various lessons provided in school.

If you can help through financial support or otherwise, just let us know. Our task ahead is not easy—yet certainly worth every effort involved.

Call us if you want to help. When you do it, you will help ultimately change our world—as a result of teaching every child how to find their golden abilities within called talents.

Web Address: [www.TalentsAreDiscovered.com](http://www.TalentsAreDiscovered.com)

Email for information: [info@talentsarediscovered.com](mailto:info@talentsarediscovered.com)

Call: 704-612-9588

**NOTE:** Please find on the following pages, a TADA K-12 Educational Comparison Outcome Analysis of “Survival Based Education” versus “Talent Discovery Education”.

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## Introduction To TADA or Talent Discovery Based Education

### A New Intrinsic Foundation For Education

#### TADA K-12 Educational Comparison Outcome Analysis

Spheres of Influence Education Plays In Student Life	Old Paradigm	New Paradigm
	<b>Survival Based Education</b> The foundation purpose is that we require education to survive.	<b>Talent Discovery Education</b> The new paradigm advocated is to educate for the discovery and mastery of our natural inborn talents.
<b>Motivation</b>	Promotes status quo - or the undercurrent of 'you need education to survive in this world' - making it a fear based activity.	Encourages advancing one's ambitions for a great life when we teach talent discovery in school. This is a 'inside job' that only the student can do - so motivation is self-employed.
<b>Ambition</b>	Encourages 'I'm only good enough for...based on varying degrees of teacher perceptions.'	Encourages dreaming, visioning and mastering one's talents, and to find the best ways to use these talents in the world.
<b>Encouragement</b>	Mistakenly encourages disillusionment or fear of failure when a student is struggling to learn or perform.	Encourages excellence as students see how their commitment to learning is in the interest of discovering their talents. Knowing talent development comes faster for some than for others, one maintains their self-encouragement or self-esteem more easily.
<b>Self confidence</b>	Affirms status quo community, so if one comes from poverty, ability is too often based on external conditions.	Affirms confidence in every child's ability - affirming every child has the talent to read, write, and master mathematics, regardless of external environments and conditions.
<b>Expectations</b>	Status quo promotes some have it and others do not. Expectations, all too often are based on appearance, not the inward truth of one's ability.	Since everyone has talent, the teacher expects success from every student. This is key to any student's success. External influences fade, when focus is within.
<b>Classroom Purpose</b>	We all know from personal experience that some teacher don't even know why they are teaching a certain subject; they seem to be there just surviving, going through the motions to get a paycheck. On the contrary, high performance teachers work to master their talents of getting students fully engaged in the lessons, or practice of mastering their talents.	Every subject of study has purpose of exposure or practice of mastery. Talents to read, write, perform basic mathematics and verbal communication are all talents students need in order to speed their talent exploration process. They are tools for mining their talents. Naturally, every class then has purpose in helping them find their 'highest talent expression in life.
<b>Curiosity Encouragement</b>	In today's educational system, curiosity is stifled for the most part; but is the key to high performance teaching (whether the teacher is aware of it or not), if looked at closely. Otherwise, with lessons mechanical, the class is boring and without any seeming purpose, learning is superficial at best.	Those who excel in a particular career in life, regardless of the field, do so because they have a natural curiosity that drives their interest. This interest naturally induces excellence because learning comes easy. Talent discovery based education is anchored in nurturing curiosity. It is the inner guidepost to assisting children to reach their highest talent expression.
<b>Simplifies Educational Process</b>	Survival Based Education is a complex process of reasoning that says money, parents, and society are responsible for a child's education; and student response is they don't need this and that to survive. Those who excel do so for the most part because of fearing their parental/system consequences.	Talent Discovery is a simple three-step process: It starts with the teacher/leader believing the student has to talent to master a learning discipline (until they believe it for themselves). Next, curiosity is engaged to heighten learning faculties. Then, practice is used until it is mastered.
<b>Learning Value Development</b>	Survival based education promotes fear based, or a dog-eat-dog mentality when it comes to success in life. It breeds the attitude of might makes right, survival of the fittest, intimidation wins, and negative attention is noticed. Without strong parenting, we see the outcome of highly misguided behaviors. Gangs, drugs and sex are seen as the best way to fit in—to survive—or to obtain some positive level of recognition, poverty stricken or otherwise.	We call the backbone of talent discovery the 3C's. These C's are Competence, Commitment and Courage and are critical to a successful talent discovery. The 3Cs ensures success, as failure is always caused by one of these not being met. Used for teaching students how to discover their working talents in life, the 3C's become the backbone of self-reliance. Once they have mastered these, their intentions will always be achieved!

<b>Social Interactions</b>	Survival based social environments promote a need of group connection and tribal mentality, in order to survive. This results in cliques, gangs, and unhealthy behaviors that are really only an expression of the student's subconscious fear of failure.	Promoting talent discovery, as the purpose behind all education, affirms that everyone is special and unique in one way or another, thus student interactions are enhanced with respect and appreciation of each others uniqueness. The result is greater social harmony between students.
<b>Life Long Success</b>	Its estimated 20-40% of students completely rejects the process of education today, seeing it as useless in helping "to make their lives any better" or contributing to their survival. 29% of NC state kids today drop out of high school - and it's believed another 20% just stayed in school for tribal, social reasons (with low performing grades). These students completely reject the premise that education is needed to succeed, seeing no real benefit to their lives. For many, survival through honest employment seems impossible, making drugs, crime and prison an acceptable means of certain survival.	Students learn that they have special talents within them and how to discover them. This is the greatest gift found in any educational process. In fact, the word 'education' is rooted in the word EDUCE, which means: to draw out something hidden, latent, or reserved or implies the bringing out of something potential or latent. Having learned this, they can ultimately develop these talents into workplace expressions of mastery, which provides them the foundation for a happier and more successful life!
<b>Educational Clarity</b>	Education without clarity of purpose in the student's mind begets the results and dysfunction in the system today. This is why regardless of 'how much we spend per student'; the outcome will always be the same. Until we change the foundation purpose of education, we should not be surprised that we get the same results.	'Talent Mastery empowers students with the reason behind every class and subject of study. Each being there to provide exposure helps in mastering the basics through practice, and ultimately helps them to decide where they might best invest 'their talents' in the working world. Meaning they might continue their talent mastery through a college education or directly entering a vocational career.
<b>Talent Discovery and Development</b>	Currently, there are no benefits-to-education based classes, or why one should work to excel in school. Without this central focus of purpose for every teacher and administrator in the system, we have a mixture of goals, expectations, and beliefs as to why everyone is there.	With 'talent discovery' as a foundation purpose of education, classes would be developed to teach students how to discover them in of their own personal, life long process. Such study would provide hope for those who have social and economic environments that have been hostile to the old process.
<b>Administration and Special Interest Impacts</b>	<b>Survival Based Education</b> The foundation purpose is that we require education to survive.	<b>Talent Discovery Education</b> The new paradigm advocated is to educate for the discovery and mastery of our natural inborn talents.
<b>Administration Politics</b>	Under the current system, the administration of education is highly political due to two reasons. First, the educators and community can not come to agreement on common goals for children's education. Second, they are not able to agree on root cause problems are and how best to improve. Anytime fear-based attitudes are prevalent in the foundation of systems; the basic attitudes that prevail are suspiciousness to viciousness.	Focus on Talent Discovery provides a more unified mission and purpose for all the supporting staffs in the educational system. Once fully implemented, it will unleash the levels of creativity of in ways few currently dream. Discipline and teacher fears in the classroom dissipate - and the joys of teaching begin to be realized.
<b>Parental Politics</b>	Right now fear drives the emotions of most caring parents. In positive terms, this can be productive in the parent/teacher/child relationship. In negative terms, it creates strife, fueled by mistrust and suspicions. For this reason, parents choose private and home schooling where there is an option. We lose both parent and child – and their input needed for improving the system.	The 'common purpose' of talent discovery is something every parent will agree with as being the central focus of education. While all parents waffle in various aspects of their child's level of talent mastery, they all agree their children have the talents to be successful at something special in life.
<b>NGO - Involvement and Contribution</b>	Currently, many concerned non-governmental organizations (NGO) are trying their best to contribute to improvement in the educational system. The problem again with the current system is the lack of a common foundation of intention. Like the public, the solution is seen as complex and thus solutions tend to be complex as well.	Like Administration and Parental politics, talent discovery based education will assist in unifying a common focus to improving the process. With such a common focus, NGO will begin to quickly bring more creative solutions to the talent development process, how to speed it and better engage student curiosity - and keep it maintained.

For more information or interest in workshops and other programs, please contact us as outlined below.

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