Module 5: Constants
Reflection Checklist

Plan-do-review

	Achieved	Developing	Not Achieved
Is there a clear plan for Talent ID processes?	○	○	○
Are Talent ID plans effectively implemented?	○	○	○
Do periodic reviews of Talent ID processes take place?	○	○	○
Are mistakes documented and reflected on to enhance future planning and implementation processes?	○	○	○
Does everyone involved in the implementation phase of Talent ID also participate in the planning and review processes?	○	○	○
Are key performance indicators used to support the review process?	○	○	○
Is time equally distributed among planning, doing, and reviewing processes?	○	○	○

What is the approach when planning Talent ID processes?

Who is involved in Talent ID process reviews? How often are they held? What topics do they cover? What types of information (e.g., key performance indicators) are used?

What is the current process to learn lessons from any mistakes or issues to enhance future planning and implementation processes for Talent ID activities?

Training Centre

Talent ID education

	Achieved	Developing	Not Achieved
Are Talent ID staff within the organisation trained/qualified (e.g., scouts/coaches)?	○	○	○
Are there current education programmes for staff in Talent ID (internal/external)?	○	○	○
Is relevant scientific evidence incorporated to support Talent ID education programmes?	○	○	○
Is there currently a Head of Talent ID (or equivalent) in place?	○	○	○
Is there a qualified individual currently responsible for upskilling staff in Talent ID processes?	○	○	○

Describe the general level of Talent ID education amongst staff involved in the process (e.g., qualifications and experiences). List and describe any internal or external qualifications available relevant to Talent ID.

How are staff involved in the Talent ID process currently upskilled? How do you provide support for their development, such as financial assistance for licensing or integrating Talent ID education into other organisational courses?