

Entrepreneurial Talent Traits

Self-evaluation tool

Dear participant,

As a result of a review of the literature on talent in higher education, the following definition of talented students was agreed in the frame of CoTalent team:

Talented students from HEIs demonstrate extraordinary special innovative skills and initiative, desire and willingness to make intensive effort for doing more than the regular curricular programs and to be involved in collaborative projects.

If their potential is nurtured in the right way within HEI communities/ experiences/ /curriculum, such a student has the ability to be one of the best.

The aim of the You Spotter workgroup is to collect, create and provide tools that enable teachers in HEIs to spot students that are suited for Honors programs and would most benefit from educational settings that go beyond the regular formal curriculum. You Spotter provides a diverse toolkit to choose from, depending on teaching real context and ranging from a general Talent Characteristics Spotter List, to questionnaires, as well as to student assignments in various formats.

One of the You Spotter instruments addresses the entrepreneurial talents through a tool-kit including 5 specific instruments: the Teacher Nomination Guide; The Self-Nomination Guide; The Peer-Nomination Guide; The Entrepreneurial Traits Into Action (narrative tool) and the Questionnaire on entrepreneurial behaviour.

The Self Nomination Guide on Entrepreneurial Talent Traits below represents an instrument co-created in the frame of CoTalent project, YouSpotter task group, in order to help students to better appreciate their entrepreneurial capacities and their potential on entrepreneurial capital. The entrepreneurial characteristics, attitudes and behaviours listed in the tool items are formulated based on literature review.

Instructions: The statements listed below describe characteristics, attitudes and behaviours relevant to the entrepreneurial Talent. You are asked to express your self-appreciation about each statement by indicating whether you: 1. I am not at all like...; 2. I am fairly like...; 3. I am like...; 4. I am very like...; 5. I am fully like... There are no right or wrong answers, only your opinions are important.

After completing of your work please sum your results and write your total record. According to your self-appreciated score you can place yourself on a continuum from 17 to 85 points. You also can to appreciate your strongest characteristics in your view.

	Entrepreneurial Traits	1 (not at all alike)	2 (fairly alike)	3 (alike)	4 (very alike)	5 (fully alike)	Total
1	Make things happen (vision, creative, innovative, future-oriented perspective, opportunity detector, alertness to opportunities, sense of smell, etc.)						
2	Real change agent (high- spirited, non-conformist, divergent thinker, holistic view, etc.)						
3	Risk-taking ability (risk bearer, challenge taker, courageous, etc.)						
4	Desire for autonomy (independent, powerful, self-confidence, etc.)						
5	Responsibility (sense of duty, awareness, commitment, punctuality, etc.)						
6	Popularity (good reputation, admired, preferred to be with, good sense of humour, etc.)						
7	Sociability (easiness to effectively interact with other persons, social capital, social support, etc.)						
8	Diplomacy (tact, discreetness, subtlety, gentlemanlike, etc.)						
9	Tolerance of ambiguity (flexible, tolerant, adaptive, manageable, resourceful, etc.)						

10	Positive attitude towards the present (optimistic, positive thinking, appreciative, etc.)						
11	Effective in mentoring people (empathy, pedagogic abilities, willing to share know-how, etc.)						
12	Empowering people (inspiring, leadership competence, source of formal/informal authority, etc.)						
13	Good planner/ manager (well-organized, self-disciplined, locus of inner control, time-manager, etc.)						
14	Persistence in achieving his/ her goals (perseverance, tenacity, the determination to keep working on a project and reaching its objectives, even under critical circumstances and adversity, etc.)						
15	Fluency of speech (cultivated, avid reader, foreign languages skills, etc.)						
16	Physical attractiveness (presentable, vitality, tidiness, clearness, etc.)						
17	Professional ethics (trusty, honest, honourable, fair play, etc.)						
	Total						