

Roadmap Tool

A personal roadmap

Introduction

In this **Roadmap tool** we challenge you to visualize your identity as a teacher, lecturer, coach or researcher, involved or interested in talent development. Dig into your brain and find out what or who influenced you and made you who you are. The assignment takes about 40 minutes of thinking, drawing, writing, ...

In this section you will find:

1. The Goal + How to use the tool?
2. Get started: Instructions RT in short

Triggering questions on the website:

3. Tips or links per step to go deeper
4. Reflecting on the results

The Goal

Finding out 'who one is', is not an easy task. Identity, professional or personal, is not formed in a straight line, but formed in a non-linear way. Therefore, we are offering you a helping hand, a guideline to start, and, if needed, some extra questions to trigger your thinking. It may help you as an individual to learn more about what is important for you and how this helps you to make decisions about important matters. It may help you as a group of colleagues to learn from each other and keep on learning while developing your programme.

How to use this tool?

You can use this tool in different ways:

- Make a personal roadmap: look into the mirror
- Share roadmaps with colleagues: they can show you their mirrors
- Share the roadmaps with your team: this will give you the possibility to talk with colleagues about your collective attitudes towards 'talent development'.
- Ask your students to draw their own roadmap and get a grip on what is important for them in making choices.

Have a nice journey!

Get started: instructions Roadmap tool in short

Your roadmap steps:

1. On (the bottom of) a big blank sheet of (A3) paper, draw your timeline.
2. Along this line you should draw your resumé as a route or a road. Design it in a way that suits you, and which makes clear what points in time were moments of change. Use symbols, drawings, pictures, whatever suits you best.
3. Mark the moment where you decided to get involved with (educating) talented students and make clear the WHY: what were your drivers? What or who helped you with this?
4. Mark the moments that helped you gain more competence in guiding talented students. How did this develop and what competences are they?
5. Indicate on the sheet how you know you are on the right track. What helps you?
6. Reflect on the things you wrote / drew on the sheet. Write down your reflections in a corner.

Remember:

Your development never stops, not even at the edges of the paper. This is just a snapshot. On the website, you will find *triggering questions* connected to the different steps in the section [instructions](#).

Reflecting together

There are two main ways of reflecting on the results of using this tool:

1. Use this tool with a group of colleagues. Make the 'roadmap' individually and explain to one another why your 'roadmap' looks as it does. Elaborate on reasons, triggers, beliefs, and/or opinions and views.
2. Make the roadmap individually. Then, find a colleague who is willing to ask you questions about it and get into a dialogue about your roadmap.
3. Reflect with students on their roadmap.

On the website you will find triggering questions in the section [reflection](#).

