

Het waarom van talentontwikkeling

Een filosofisch perspectief

Symposium 10 jaar Intermezzo
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Dr. Sven Mathijssen


*Plv. hoofdpleider RITHA
Algemeen bestuurslid ECHA Europe*

DAI (2015); DAI EN CHEN (2013); HOOGEVEEN (2022); PERSSON (2014); SUBOTNIK ET AL. (2011)
DOELEN VAN TALENTONTWIKKELING



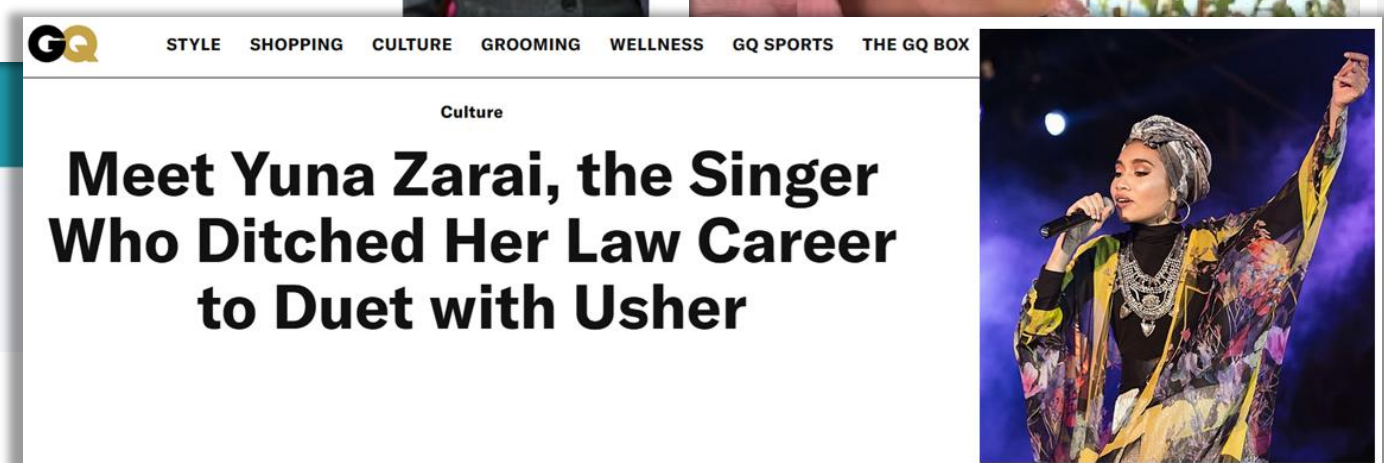


36KR EUROPE (2025); D'ANASTASIO (2021); LANGE (2016)

VERWACHTINGEN



WIRED SECURITY POLITICS THE BIG STORY BUSINESS SCIENCE CUL


The next year, Anys struck one last deal with her parents over gaming: Let her drop out of college, for just one year, to pursue Twitch full-time. If she made it work, maybe, she could keep going. “I put together a presentation where I showcased my growth, my revenue increase,” she says. “I told them about how I was able to pay off half my student loans in a month.” Everything was coming together. She just had to keep trying.



GQ STYLE SHOPPING CULTURE GROOMING WELLNESS GQ SPORTS THE GQ BOX

Culture

Meet Yuna Zarai, the Singer Who Ditched Her Law Career to Duet with Usher



量子位

“

Belgian little "Einstein"

Bron afbeelding: Wikipedia, @kodsfreak ([https://en.wikipedia.org/wiki/Yuna_\(singer\)](https://en.wikipedia.org/wiki/Yuna_(singer)))

ZEIDNER (2021, P. 138)

DICHOTOMIE

Indeed, there is often a tradeoff between **(a)** personal happiness and **(b)** societal or environmental sustainability.

Moshe Zeidner

VAN DE VIJVER EN MATHIJSEN (2024)



A PHILOSOPHICAL APPROACH TO TALENT DEVELOPMENT

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A Philosophical Approach to Talent Development

Anne Van de Vijver  and Sven Mathijssen 

ABSTRACT

High ability and talent development literature present different and sometimes competing or contradictory goals for talent development. One side emphasizes that talents should be developed to enable individuals with high abilities to make societal contributions, while the other side focuses on the individual's personal life goals. This article investigates how the philosophical theories of Aristotle and Kant can contribute to a better understanding of talent development and its goals. Both of these theories provide a normative basis for an ethical duty to develop one's talents and suggest that the dichotomy between societal and personal interests should not exist. Talent development should aim for realizing one's potential and contribute to a meaningful way of living driven by self-determined goals that integrate personal interests and societal contributions. It is suggested that talent development should include a wide range of talents, including moral talents.

KEYWORDS

Aristotle; happiness; high ability; Kant; self-actualization; talent development

Hoe kunnen filosofische perspectieven bijdragen aan een beter begrip van talentontwikkeling en de doelen ervan?



Bron afbeelding: Wikipedia (https://en.wikipedia.org/wiki/Immanuel_Kant#/media/File:Immanuel_Kant_-_Gemaelde_1.jpg)

HAUSKELLER (2005)

TALENTONTWIKKELING VOLGENS ARISTOTELES

Τέλος (*telos*)

Einddoel, dat waarvoor iets bestaat.



HAUSKELLER (2005)

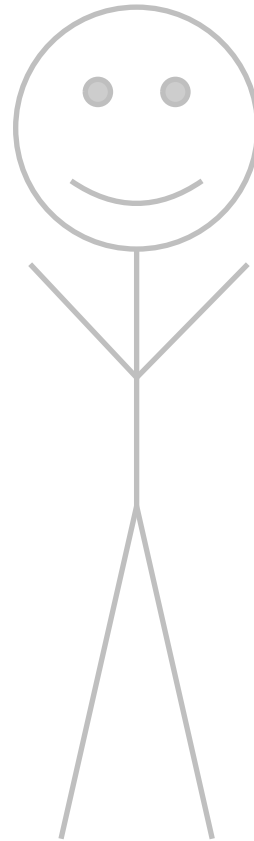
TALENTONTWIKKELING VOLGENS ARISTOTELES

Tέλος (*telos*)

Einddoel, dat waarvoor iets bestaat.

Ethisch en gelukkig leven

Ontwikkelen van deugden om in harmonie met onze *telos* te leven.



Intellectuele deugden

- Wetenschappelijke kennis
- Kunst of vakbekwaamheid
- Praktisch inzicht
- Intuïtieve rede/intellect (*nous*)
- Filosofische wijsheid

Morele deugden

- Moed
- Vriendelijkheid
- Rechtvaardigheid
- Vrijgevigheid
- (...)

KANT (2019, P. 34)

TALENTONTWIKKELING VOLGENS KANT

Act only according to that maxim through which you can at the same time will that it becomes a universal law.

Immanuel Kant

KANT (2019)

TALENTONTWIKKELING VOLGENS KANT

Categorische imperatief

- Maxim: reden voor handelen
- Universaliteitsprincipe: 1) de maxim *kan* een universele regel worden en 2) het is mogelijk dat je *wil* dat de maxim een universele regel wordt
- Humaniteitsprincipe: menselijkheid, zowel in jezelf als in anderen, moet als doel op zich worden beschouwd

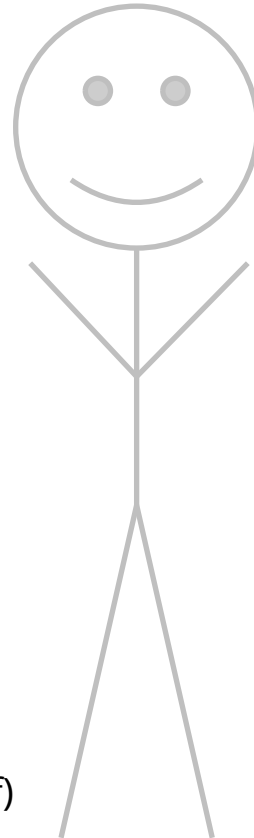
Doel van de mens en talenten laten floreren

Een in de maatschappij zinvolle manier van leven hebben



TALENTONTWIKKELING VOLGENS KANT

Menselijkheid als einddoel



Ethisch en plichtsgetrouw leven

Categorisch imperatief

1. Zinvol leven vanuit vrije wil (respect voor jezelf)
2. T.b.v. maatschappij (respect voor anderen)

Natuurlijke predisposities

- Verstandelijk vermogen (rede)
- Geestelijk vermogen (geheugen, verbeelding)
- Lichamelijk vermogen

Morele talenten

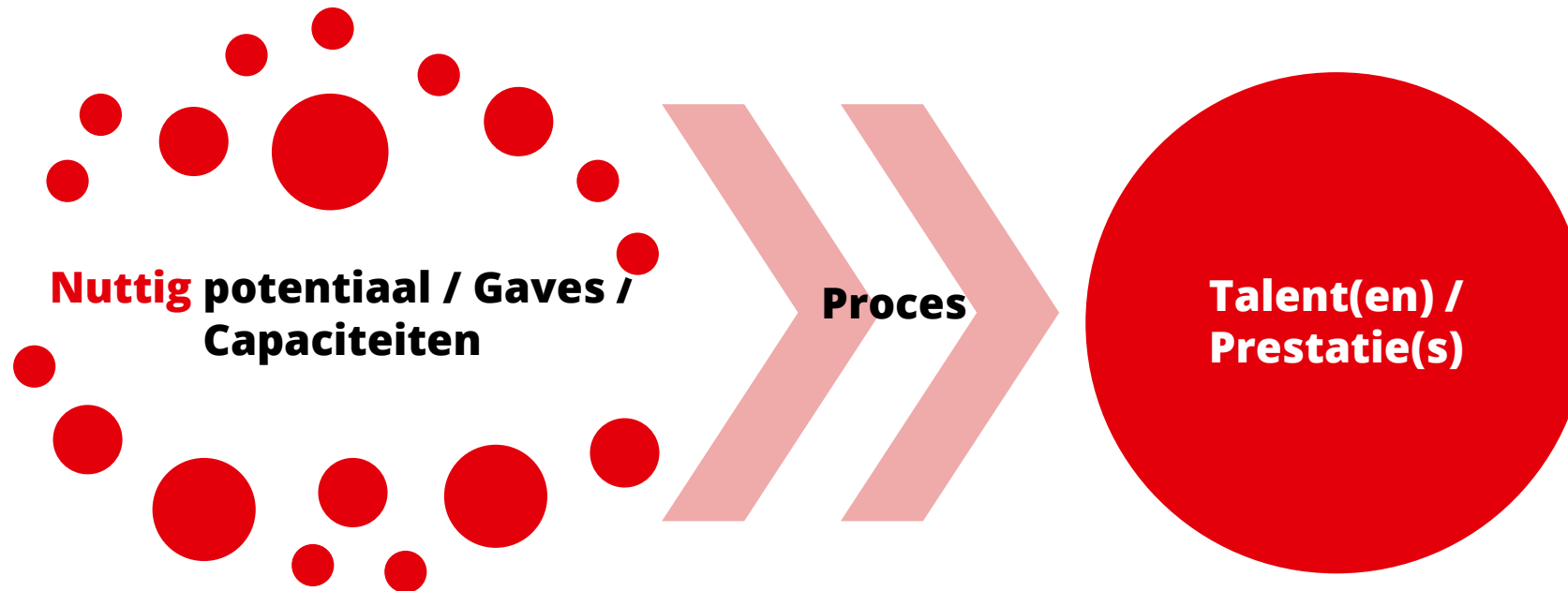
- “The susceptibility to feel pleasure or displeasure merely from being aware that our actions are consistent with or contrary to the law of duty” (p. 171).
- I.e., een positief gevoel bij handelen in lijn met de categorische imperatief (zoals je talenten ontwikkelen)

SUBOTNIK ET AL. (2011)
ZINVOLLE BIJDRAGE

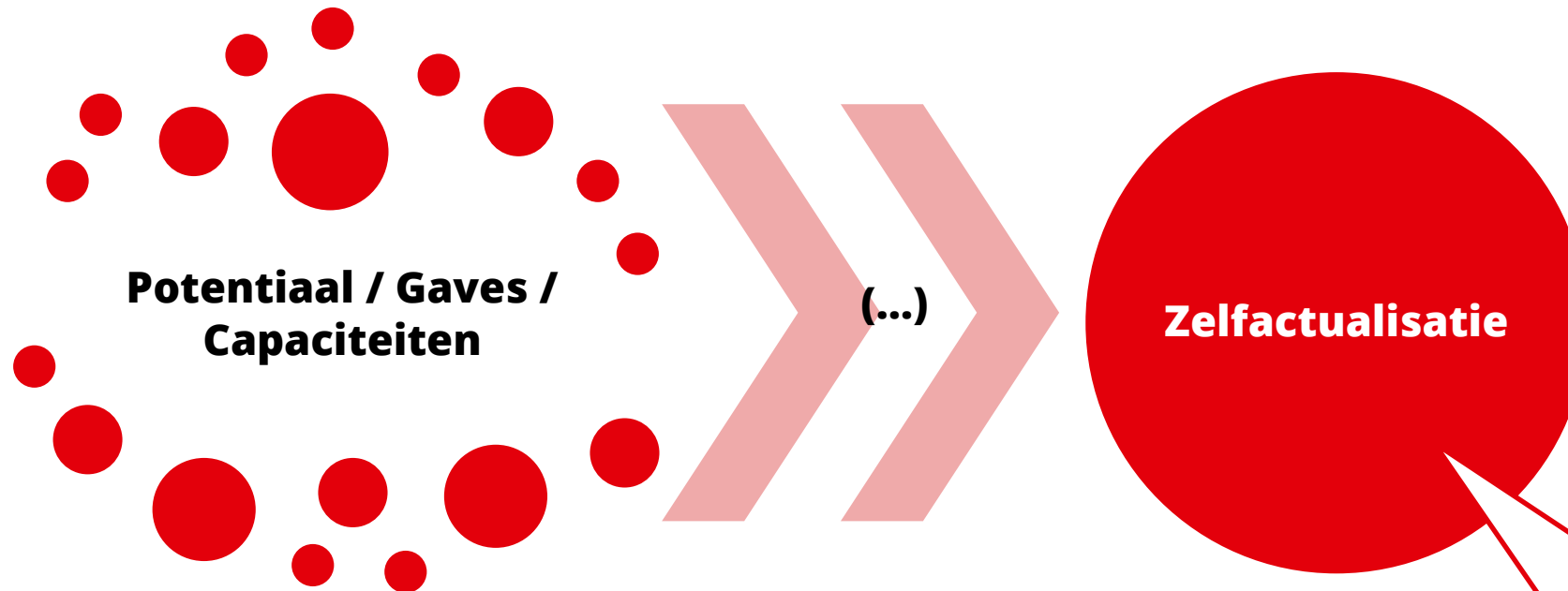


TALENTONTWIKKELING

Instrumentele benadering



Filosofische benadering



Realiseren van potentieel en een zinnvolle manier van leven hebben, gedreven door zelfbepaalde doelen die persoonlijke interesse en maatschappelijke bijdragen integreren.

GAGNÉ (2018)

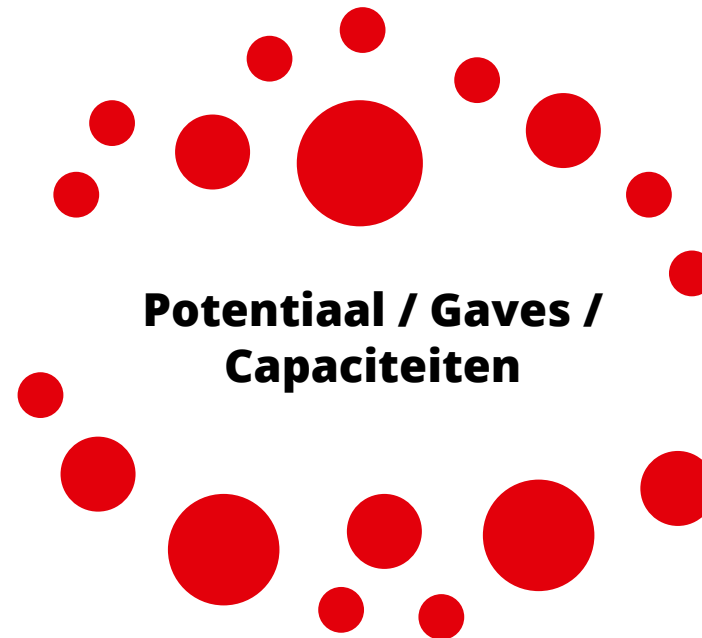
INTEGRATIVE MODEL OF TALENT DEVELOPMENT (IMTD)

Bron afbeelding: ResearchGate (https://www.researchgate.net/figure/Gagnes-Comprehensive-Model-of-Talent-Development-CMTD_fig2_281951734)

GALLAGHER (1987, P. 4); LITTLE (2012); REIS EN RENZULLI (2009); YOO EN MOON (2006)

MULTIPOTENTIALITEIT EN TALENTONTWIKKELING

“The most frequently observed characteristic of the gifted”



PROBLEMEN BIJ MULTIPOTENTIALITEIT

Omgevingen

“an individual, when provided with appropriate environments, who can select and develop any number of competencies to a high level.”

(Fredrickson & Rothney, 1972, p. vii)

Stress

- Studiekeuze **(Grüneberg, 2024)**
- Beroepskeuze **(Cobb & Yvette, 2008; Gallagher, 1987; Hnat, 2018; Pask-McCartney & Salomone, 1988; Rysiew et al., 1999; Willings, 1985)**
- Tijdgebrek **(Frumau-van Pinxten et al., 2023)**
- Uitputting **(Garcia et al., 2019)**



INTEGRATIE

Literatuur

Hoe talenten ontwikkeld moeten worden is duidelijk. Maar waarom?

Filosofie

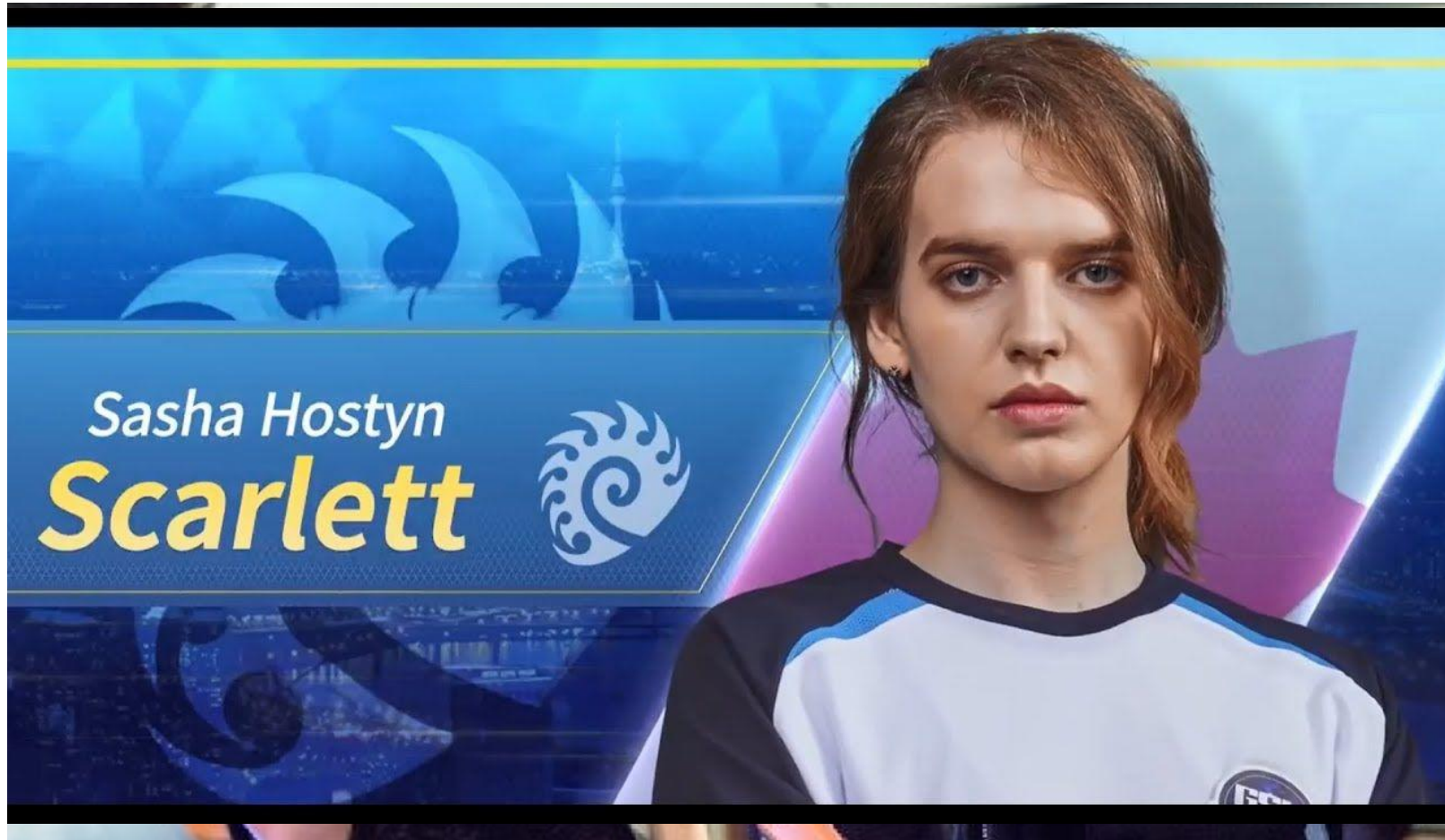
- Aristoteles: talentontwikkeling leidt tot gelukkig leven
- Kant: talentontwikkeling is nodig vanuit respect voor jezelf en medemensen

Talenten

- Welke talenten kunnen/konden op school ontwikkeld worden? En welke niet?
- Wat betekent multipotentialiteit in dezen?
- Wat heeft iemand hier zelf over te zeggen?



SASHA

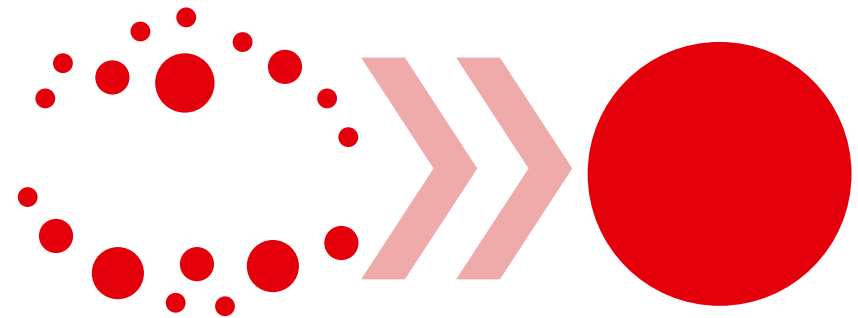


Bron afbeelding: <https://www.eekna.nl/gedrag/mediosport/sasha-hostyn>

HET 'WAAROM' VAN TALENTONTWIKKELING

Vragen

- Wat versta jij als professional onder talentontwikkeling?
- (Waarom) vind je talentontwikkeling belangrijk? (professional vs werkplek)
- Welke rol speelt je werkplek momenteel in talentontwikkeling van leerlingen?
 - Welke rol *zou* je werkplek moeten spelen?
 - Over welke talenten hebben we het (in het licht van **zelfactualisatie**)?
 - **Waarom?**



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