2024 National Order of the Arrow Conference

Session: 10 Things That Require Zero Talent

Session Length: 45 minutes

Session Description

[Brief description of what your session will cover. Why should someone take this training? Your ACVC may have provided a brief starting point, feel free to edit and add to it.]

Empowering learners with the understanding that success isn't solely dependent on inherent talent or skills. This session highlights ten key attributes, such as punctuality, work ethic, effort, body language, energy, attitude, passion, being coachable, doing extra, and being prepared, which can significantly impact one's personal and professional life. These attributes require no innate talent, yet they play a crucial role in achieving success and making a positive impression in various settings. The session is ideal for anyone looking to enhance their personal growth and professional development by focusing on aspects that are entirely within their control.

Learning Outcomes

[What should participants take away from your training? Your ACVC may have provided a brief starting point, feel free to build upon those as necessary or add additional outcomes]

Outcome 1: Identify key personal attributes that contribute to success.

Outcome 2: Develop habits that enhance professional and personal growth.

Outcome 3: Understand the impact of non-talent factors like attitude and effort in achieving goals.

Theme Connection: Seek New Heights

[The theme of the 2024 NOAC is Seek New Heights, emphasizing the drive for excellence that characterizes the OA and our daily lives. How will your session incorporate this theme?]

The thought that talent is needed to be successful is a myth. This session identifies 10 things that require zero talent which will allow arrowmen to seek new heights in their life and put them on a path to future success.

Facility and Material Needs

[Please put all material and facility needs in this section. We recommend completing this portion last after the rest of the lesson plan is completed. **The more specific you are with your material and facility requests, the better we can accommodate!**]

Facility Needs

Is this session remote delegate-compatible? (ie. can the material be engagingly taught via live stream)	Yes
Does this session need audio/video (AV) capabilities? (ie. projector)	Yes - projector and ability to connect a laptop for the presenter
Are there any other specific facility needs for this session? (ie. movable chairs, panel-style seating, etc.)	Classroom with desks/chairs

Material Needs

[Please put "NOAC Training Committee" under "Source" if you need a material and cannot source it yourself - we will try to source it for you. Please note that we would strongly prefer training materials to be in a digital format and would advise against flipcharts and other physical materials. If you need microphones, extension cords, etc., please also specify those needs here.]

Material	**Quantity**	**Source**
Projector or TV monitor	1	NOAC Training Committee
HDMI cable from podium to projector/TV	1	NOAC Training Committee

Session Preparation Steps

[Please list all steps you or another trainer would need to take to be prepared to teach this session. For example, if the trainer needs to add personal experiences, print handouts, or prepare items for a game, those should be listed here. **The goal is for someone to be able to read this syllabus and understand how to teach your session in the future!**]

Step 1: Read the resources

Step 2: Study the syllabus

Step 3: Practice the presentation with PowerPoint

Additional Staff Members

[If you are having additional trainers assist you with your session, please fill out their contact information below. Please note that due to the conference sell-out, we are limited in our ability to register additional staff members on the training committee. We recommend that your additional trainers come from contingents or other staff members that can break from their duties to facilitate the session.]

Trainer Name	Email	Phone #

Lesson Plan

[The main body of your presentation should be here. Remember to adjust the timing for each session as you add/edit topics. **Remember, be as specific as possible - the goal is for someone to be able to read this syllabus and understand how to facilitate your session in the future!**]

Helpful Templates:

Activity

Copy and paste this box wherever you have an activity in this session!

Materials Needed: [materials]
Length of Activity: # [min]
Activity Description: [description]

Trainer Action

If at any point the trainer needs to complete an action (play a video clip, prompt questions, etc.) copy paste this box and edit this text to specify what!

Introduction **5 minutes**

Slides [5]-[8]

- What is "Talent?"
  - Natural aptitude or skill
- Who has talent?
  - Talent is not rare. It is found in every individual. Everyone has unique and individual talents or gifts.
- Is talent necessary for success?
  - Let's see what some famous people think!
    - "Talent is cheaper than table salt. What separates the talented individual from the successful one is a lot of hard work." - Stephen King
    - "I am a great believer in luck, and I find the harder I work, the more I have of it." - Thomas Jefferson
    - "I am who I am today because of the choices I made yesterday." - Eleanor Roosevelt
- We are going to look at 10 things that require zero talent.

- For each of these we will have some explanation.
- Following the explanation we will provide some counterpoint thoughts from Tom Gimbel in an article he published in 2017 called *'10 Things That Require Zero Talent' Is a Total Myth.*
- Then we will consider these attributes and determine if talent is a factor.

10 Things That Require Zero Talent **35 minutes**

Slides [9]-[19]

- Number 1: Being on Time
  - Punctuality is a keystone habit that requires organization and planning ahead—both of which lead to greater success.
  - Counterpoint: Being on time. Arriving somewhere that is either an hour away or just five minutes, always being punctual — that's called planning. It's a skill. Whether it's a delivery truck following its schedule or a salesperson getting to a meeting, knowing when to leave or that you should check the weather and traffic if planning to drive, are things learned.
  - Final thoughts:
    - Considering the counterpoint, being on time still does not require talent. It's a skill that can be developed - Talent NOT required!
- Number 2: Work Ethic
  - This is the discipline of showing up consistently and making the best decisions that lead to peak performance.
  - Even at the pinnacle of his career, the late basketball superstar Kobe Bryant's work ethic was legendary.
  - Kevin Durant recalls the message a veteran Kobe sent the younger players at Olympic Trials back in 2008, just after Durant's first year in the league.
    - The players were given a day off, but there was Kobe, the only veteran getting on the bus to go work out at a high school gym.
    - "He made 50 shots at each spot around the 3-point line," Durant recalls. "We just looked down there and said, man, he's the best player in the league and he took a bus to a high school to get some work in."
    - It's that work ethic that Kobe embraced throughout his career to become one of the all-time greats.

        - As Kobe said after getting drafted straight out of high school in 1996, "I don't want (fans) to think I'm just a high school kid coming in here thinking the world owes me something. I'm going to go out there and I'm going to work."
    - Counterpoint: Work ethic. Too many people don't realize how involved this is, and how much it depends on experience. It's like exercising: You think running 4 mph on the treadmill at no incline is a workout — until you realize you can go 7.5 mph at a level-three incline. It's about endurance, comparison and drive.
    - Final thoughts:
        - Does it take talent to run 7.5 mph at a level-three incline? I think some are talented at running or are physically gifted and can do it, but most of us cannot just do it. If we set that as a goal and have the drive, we have to use work ethic to create the endurance and ability to run at that level. - Talent NOT required
- Number 3: Effort
    - Few athletes worked as hard as major league pitcher John Smoltz, who is now in the Baseball Hall of Fame.
    - His agent saw him extend his career by years through sheer effort and commitment.
    - He made up his mind to make changes along the way, like going from starter to closer, that kept him in the game as a valuable contributor to his team.
    - Effort is a mindset as much as it is a behavior.
    - Counterpoint: Effort. Honestly? This is basically the same thing as work ethic.
    - Final thoughts:
        - I can see where this can get confused with work ethic.
        - "Work ethic" is the willingness and ability to put "effort" into action with the intention of achieving something.
        - Putting effort into something is similar to "trying hard" to do something.
        - Work ethic is putting that effort in, over, and over, and over.
        - Does this take talent? NOPE, talent is NOT required!
- Number 4: Body Language

    - How you move and express yourself around others shapes who you are and how you are perceived.
    - Anyone can improve!
    - Counterpoint: Body language. A CEO of a company with 200 employees, said he still has to remind himself to maintain eye contact. The art of a handshake is messed up all the time, and after people leave a meeting, the guy or gal with the wet-fish handshake is always criticized. But you're not born knowing how to do these things.
    - Final thoughts:
        - Does this take talent? Again, talent NOT required!
- Number 5: Energy
    - Everyone has energy to devote to a goal, and the decision of how much to give.
    - Be conscious about where yours goes.
    - Counterpoint: Energy. Many people have sleeping disorders, which directly links to energy levels, while others are "over-energetic" and need to be taught to calm their energy levels. Other people who are naturally even-keeled need to learn how to show their energy level, even though it goes against their type-B personality. Personal energy is like electricity — it involves how you're wired. You need to train your mind on how you should utilize it.
    - Final thoughts:
        - Someone's energy in their comfort zone might be a talent, or as the counterpoint suggests, it may just be how they are wired. So bringing energy in as a strategy to be successful is really not a talent at all. Like many of these traits, energy can be developed.
- Number 6: Attitude
    - It's up to you to keep going.
    - No one else can decide that.
    - A great attitude maximizes the talent that you do have and offsets what you lack.
    - Counterpoint: Attitude. You can think the cards are all dealt against you, or you can take steps to learn. You can choose to work on being better, or you can tell yourself "it doesn't matter." But attitude is the most important skill. It sets you up for all the others.

    - Final thoughts:
        - Are you seeing a trend here? Talent NOT required!
- Number 7: Passion
    - Perhaps the single most important way each one of us can suffocate the fear that keeps us from peak performance.
    - Counterpoint: Passion. This comes from trying things, learning things. It could be cooking, motorcycles, gardening, music, writing, poetry, movies, decorating. Push yourself to explore. Once you learn that, having passion is contagious. And realizing that it's okay to show your passion is step one.
    - Final thoughts:
        - Having passion for something spills over into other areas of your life and can make a positive impact on you and those around you if you accept the challenge to show your passion. Is talent required, again….NO!
- Number 8: Being Coachable
    - Anyone can become a better listener, learn from feedback, and embrace the success of others.
    - Counterpoint: Being coachable. This starts at a young age. Early childhood education is key. Before the age of five is the most important time in a person's life to learn key ways to be successful contributors to society. I've hired many people in their 20's, 30's, and 40's that didn't either want or know how to adapt to a new environment. They didn't know how to handle being coached. In fact, it intimidated them. I've had others who did and flourished.
    - Final thoughts:
        - Talent is not required for this. You have to be willing to take the feedback.
- Number 9: Doing Extra
    - Go the extra mile.
    - Athletes who sustain their success are the ones who consistently work at their craft beyond what is required.
    - That extra work and preparation fosters confidence.
    - We can all learn from this approach and exceed our own expectations.
    - Counterpoint: Doing extra. This falls under work ethic and passion. Where does your job start and end? Knowing how much of a difference a little extra makes can change people's perception. Extra work makes a huge impact.

    - Final thoughts:
        - Does it take talent to work more? No, not at all.
- Number 10: Being Prepared
    - Only you can give yourself the time and space to be as ready as you can be.
    - Make it a habit, and you will make the most of your talent.
    - There is great truth in the saying: Failing to prepare is preparing to fail.
    - Counterpoint: Be prepared. This ties in with work ethic, too. But there is also, as importantly, the act of being over-prepared. When you spend more time than needed because you'd rather prep for a meeting than execute other aspects of your life (like school), you're over-preparing. It costs you in other areas. On the flip side, those who don't prepare enough to know the details are hurting themselves. Every job, company and career requires different levels of preparation, both physical and mental.
    - Final thoughts:
        - Again, this is something that requires zero talent.
        - This is our MOTTO! Are all Scouts talented at being prepared or is it something we have had to work on and develop?

Conclusion & Takeaway Challenge **5 minutes**

Slide [20]

[Each session should end with a challenge for every participant to write down key points to take with them and encourage them to reflect upon the session. The wording of the takeaway challenge will depend upon the session. For example:]

For all of these things, you do not have to be talented to do them, BUT you can become talented at all 10 of them! These 10 things require zero talent, but they all can contribute to your success in life. Some people do not have all 10 of these attributes. But those who are most successful in life, utilize all 10.

Please take out your notebook and pen. For the final three minutes, think about your current and future roles in the OA, in Scouting, and in life. Write down three key takeaways from this session that will enable you to Seek New Heights in those current

and/or future roles. For example, I need to work on being more coachable. Later today, feel free to share these key ideas with others in your chapter or lodge.

Appendix: Resources and Source Material

[Please add all referenced sources or handouts that would be useful to share with session attendees.]

Resource	**Link**
Order of the Arrow, Mission & Purpose	Available online at: https://oa-bsa.org/about/mission-purpose
10 Things That Require Zero Talent	https://economics.virginia.edu/10-things-require-zero-talent
'10 Things That Require Zero Talent' Is a Total Myth	https://time.com/4652315/10-things-zero-talent/