

Uncovering Hidden Diamonds

You may already know what someone does. Their job title, the qualifications they have and the previous roles they've experienced, but that says very little about who they really are and the potential they have.

But how much do you know about:

1. What they've actually learned and experienced through their life ?
2. What they're truly capable of if the environment allowed them ?
3. What they'd do if they had the chance to do anything they wanted ?

This is where the real human potential resides.

The 6 questions below will help you discover it within yourself and your peers. Take some time to ask them and listen intently to their answers. Notice what you see and feel as you hear their responses.

The 'Hidden Diamonds' Questions:

1. ***'Share a setback that you experienced and you came back from, and what did it teach you about yourself ?***

(Reveals resilience, learning, character — not credentials)

2. ***Consider a time when there's been something you've solved or created outside of work that you're proud of ?***

(Shows initiative, creativity, what matters to them beyond a job title)

3. ***Who believed in you when you didn't believe in yourself — and why do you think they saw something in you ?***

(Reveals their relationships and influence on them)

4. ***What would you attempt if you had permission to try — and what's holding you back ?***

(Surfaces potential, aspirations, what they're capable of)

5. ***When have you stepped up or led without being asked to — and what made you do it ?***

(Shows natural leadership, instinct, and capability without a title)

6. ***What skills or qualities have people in your life recognised in you that you maybe don't see in yourself yet ?***

(Addresses the blind spot — 74% of potential leaders don't see it themselves)