



# The Third Conference on Talent Management in the Third Millennium

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## Oral Presentation

### Multipliers of Talent Development

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#### **Abstract**

This talk will include a discussion of the influence of multipliers on the transformation of early childhood proclivities into adult competencies. The interaction between innate skills and competence and person and environment usually is initiated by early developed skills and produces a type of multiplier over time on the development of intellectual abilities (Dickens & Flynn, 2001). Each increase in innate skill causes a slight increase in competence and the increase in competence initiates better designs in environment. In turn, the better environment further increases competence. This reciprocal causation between skills-competence and person-environment produces faster rates of subsequent development. The effect of multipliers was investigated in children's reading skills. Children who were better in reading in their early years compared to those children who were poor readers got much better readers later in their life. It is hypothesized that early advantages can bring about reciprocal causation between the development of reading skills and reading itself. Such effects also were partly proven by the author's research in mathematics besides reading. Gifted students who had better skills in reading and mathematics at first grade did indeed better in later grades. In terms of person-environment relationships, a wider social change slightly rises the average competence of the society. This slight enhancement in the competence of the society slightly increases its individuals' performances because of the high demand in the society. In turn, the small increase in individual performance further improves the quality of group environment. This interaction process produces significant ability differences between generations. For example, men's 100-meter world record was 10.60 seconds in 1912 and 9.58 in 2009. That is, social changes, "such as invention of tv, increase in interest in sport and increase in Olympiads" multiplied the development of talent in sport. This presentation will include a critics of well-known effect models such as Matthew effect, social multipliers and dynamical systems and their influences on talent development and on the development of society as a whole.

**Keywords:** Children, Talent, Skills, Grades.

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