



Talent Development & Creativity

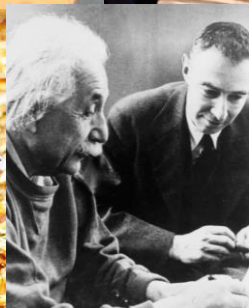
Prof. dr. Ruud den Hartigh (Coordinator TD&C)

Renske Kleefstra (Student TD&C)

GRONINGEN[®]

The Netherlands

city
 of
 talent





Talent development and creativity is booming

Google searches for talent



Windsor: 'je zag toen al buitengewone talent Verstappen'

GOT ★ TALENT



Creativity needed in the classroom





Staff members expertise

- > Development and selection
 - Sports
 - Education (primary, secondary, higher)
 - Culture (music, arts)
 - Organizations



Prof. Van Yperen



Drs. Schuls



Dr. Huijgen



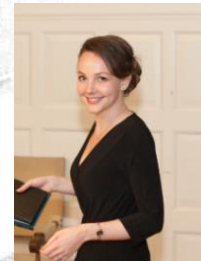
Dr. Steenbeek



Dr. Cox



Dr. De Jonge-Hoekstra



Dr. Niessen



Prof. Meijer



Prof. Den Hartigh



The MSc. program

- › Developing skills and expertise in
 - Theoretical approaches to talent development and creativity
 - Improving policy and implementation
 - Psychological factors of talent and performance
 - Instruments and strategies to detect, observe, and stimulate talent and creativity
 - Coaching to enhance individual potential
 - Across achievement domains



The MSc. program

- > Capacity:
 - 34 directly admissible students in September
 - 5 Premaster places
 - *25 started in September 2022 and 2023*

- > 60 EC
 - Two foundation courses (10 EC)
 - One skills course (5 EC)
 - One methods course (5 EC)
 - Two elective courses (10 EC)
 - Internship (10EC)
 - Master thesis (20 EC)



The MSc. program

> Foundation courses of Talent Development and Creativity (pick at least two courses)*

Semester 1A	Semester 1B	Semester 2a
Talent Development and Creativity Foundation , 5 EC	Talent Assessment and Performance Prediction Foundation , 5 EC	Competence & Motivation Foundation , 5EC



* If you decide to pick 3 of these courses, two will count as foundation courses and the other will count as an elective



The MSc. program

- > Skills course
 - Coaching (5 EC)
- > Method courses (pick 1 course)
 - Test Construction (5 EC)
 - Analyzing Individual Development (5 EC)
 - Repeated Measures (5EC)



The MSc. program

- > Elective course examples (10 EC)
 - Milestones and Talent in Development
 - Creativity and Innovation in Organisations
 - Other courses in (or outside) the psychology program
- > Internship (10EC)
- > Master thesis (20 EC)



Master internship (10 EC)

- › Putting your talent development and creativity knowledge and skills into practice!
 - Discover your own talents
 - Networking with our alumni
 - **Participate in the work field**
 - **Translate theory to practice**
 - **Develop your professional skills**
- Throughout the year
- We facilitate every student





Selection of partners

> In sports, work, education, arts...





Master thesis (20 EC)

- > Selection of topics and supervisors
 - Motivation and performance
 - Selection of employees, students, or athletes
 - Talent identification in sports
 - Coaching and mentoring
 - Talent, momentum, and resilience in sports
 - Performing under pressure



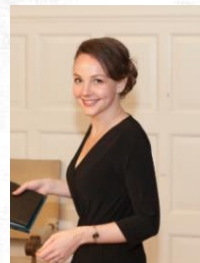
Prof. Van Yperen



Drs. Schuls



Dr. Huijgen



Dr. Niessen



Prof. Meijer



Prof. Den Hartigh



Master thesis (20 EC)

- › Selection of topics and supervisors
 - Stimulating talent and creativity in education
 - Experiencing art pieces
 - Creativity and psychopathology
 - Creative processes in acting, music, and theater
 - Career choice and development
 - Mindfulness and positive psychology



Dr. Steenbeek



Dr. Cox



Dr. De Jonge-Hoekstra



Career perspectives





What students did and do

- › Project with the Dutch Special Forces
 - What is the personality of a Dutch Commando?



Opleiding



Rijksuniversiteit Groningen

Master · Talent Development and Creativity

2018 – 2019



Selectiepsycholoog

Ministerie van Defensie




What students did and do

- > Project with the Dutch Special Forces
 - What is the personality of a Dutch Commando?




Age Boomstra · 2nd
Docent Gedrag & Ethiek | Defensie



Femke Poesse · 1st
MSc psychologie - Selectiepsycholoog Ministerie van Defensie



Daniel Buxton · 1st
Selectiepsycholoog | Koninklijke Luchtmacht



Martijn Hengeveld · 2nd
Selectiepsycholoog bij Ministerie van Defensie



Luca Leithuijser · 1st
Junior Vliegerpsycholoog i.o. - SPORTPSYCHOLOOG VSPN Groningen
Experience: Ministerie van Defensie, FC Groningen BV, and 4



Opleiding



Rijksuniversiteit Groningen
Master · Talent Development and Creativity

2018 – 2019



Selectiepsycholoog
Ministerie van Defensie



What students did and do

- › Project with the Pedagogical Academy (Pabo)
 - Coaching teachers to better elicit talent and creativity in the classroom



Education



University of Groningen

Master of Science - MS, Talent Development & Creativity, Masterthese: 8
2017 – 2018



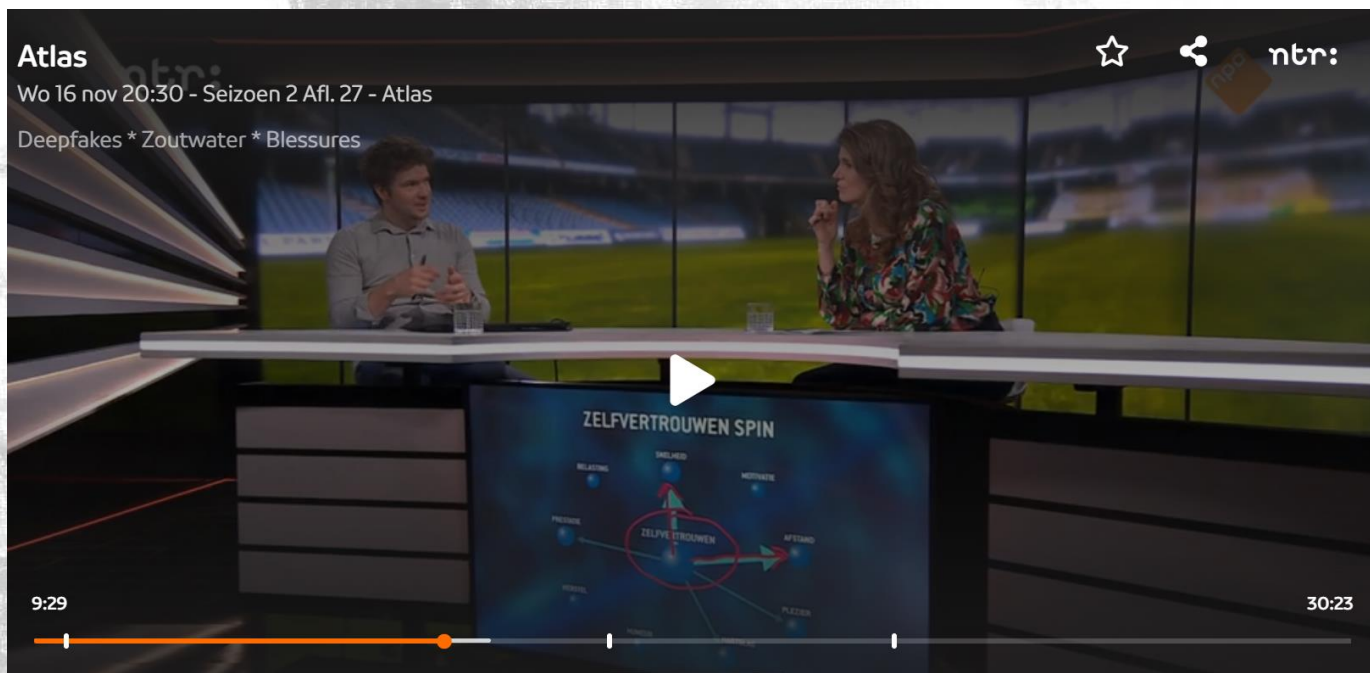
Scholte Boels (He/Him) · 1st

Trainer & Adviseur FEB Career Services



What students did and do

- › Project in the field of sport psychology
 - Changing performance networks of soccer players



Education



University of Groningen

Master of Science - M.Sc., Psychology - Talent Development and Creativity
Sep 2020 - Sep 2021

Grade: 8.6 (Cum Laude)

Focus: Talent Development, Competence & Motivation, Coaching



Carolin Arens · 1st

Sportpsychologin - KSC GRENKE aKademie bei Karlsruher SC
GmbH & Co. KGaA



What students did and do

- › Project in the field of sport psychology
 - The development of positive and negative psychological momentum in sports matches



Rijksuniversiteit Groningen
 MSc Talent Development and Creativity, Psychologie
 2018 – 2019



Junior Vliegerpsycholoog i.o.
 Ministerie van Defensie · Full-time
 Aug 2023 - Present · 4 mos
 Soesterberg, Utrecht, Nederland · On-site

Providing training, individual coaching and assisting with selection.



Topsportbegeleider Opleiding FC Groningen
 FC Groningen BV
 Sep 2019 - Jul 2023 · 3 yrs 11 mos
 Groningen, Netherlands

Supporting players from the academy of FC Groningen with their lifestyle and developing their mental game. Tasks include providing workshops for teams on topics related to sport psychology and lifestyle and h...see more



What students did and do

- Project on motivating students through activating strategies of teachers
 - Connecting to students, focus on potential



Rappende psycholoog Daisy Veenstra winnares Vrouw in de Media Award 2022

17 januari, 06:00 • 2 minuten leestijd

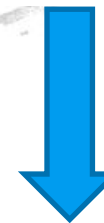


Education



University of Groningen

Master in Science, Talent Development and Creativity
2018 - 2019



Daisy Veenstra 1st

Eigenaar van Happydais en Senior Communicatietrainer bij UMCG Groningen

7K followers





Interesting Future Perspectives

- › Can be employed in a variety of occupations, such as...
 - Sport and performance psychologist
 - Coach, teacher
 - Recruitment and selection
 - Consultancy and policy advising
 - Embedded Scientist
 - Combination of the above





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Student experience

TDC

Renske Kleefstra





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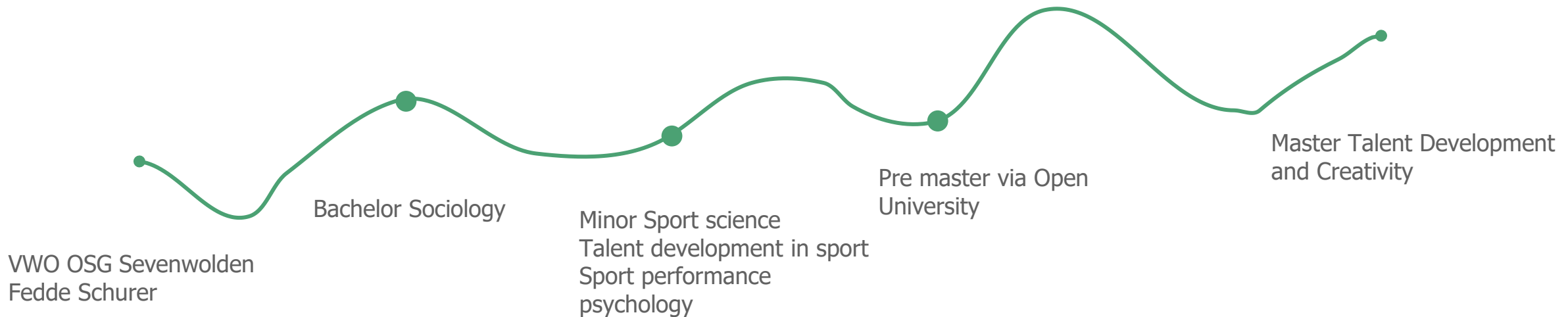
My path of Talent Development and Creativity





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My path to Talent Development and Creativity





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Why?

- Sport psychology
- Own experiences
- BASP Sport Psychology and Coaching certificate
- Post graduate
- Skills course

Interests

- Growth
 - Mindset
 - Optimization
 - Performance
 - Mental training
 - Practice
-



My year schedule

1A	1B	2A	2B
Talent development and creativity	Talent Assessment	Competence and motivation	
Coaching	Coaching	Milestones in talent and development	
	Analyzing individual development		



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- Alumni meeting
- Practical lessons coaching
- Planning

So far so good!

- Guest lectures
- Nice people
- Broad → more specific



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Integrated internship at FC Groningen

- Resilience monitoring
- Implementing monitoring for the girls under-16
- Coach coaches
- Interventions/workshops
- Observations

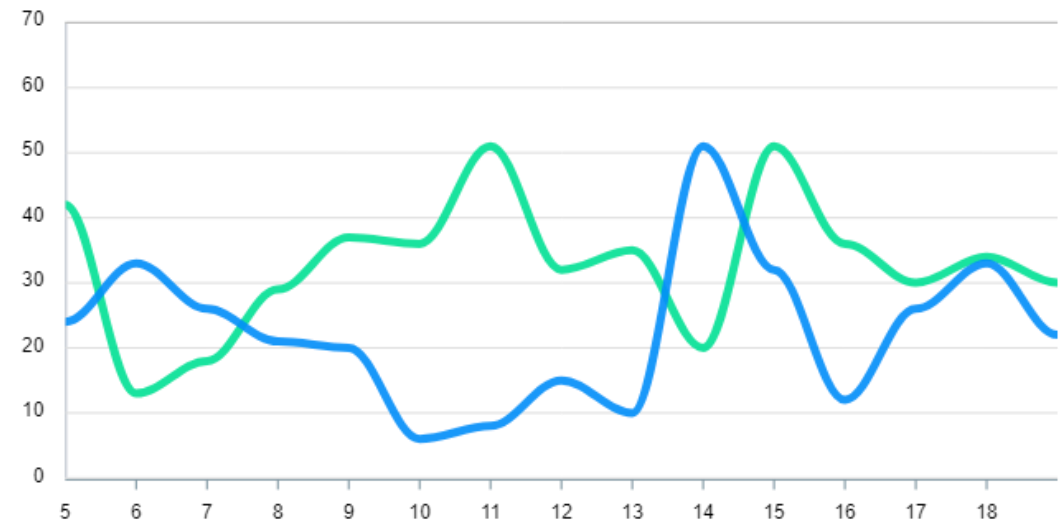




Thesis

What is the course of self efficacy within a season? Is there a relation with self performance?

- To interpret data better (seasonal factors? What is normal?)
- Understand relationship between performance and self efficacy → performance depletion → less feeling of competence? Or also other way around?





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Mail: r.a.kleefstra@student.rug.nl

LinkedIn:



Renske Kleefstra

Msc student Talent development and Creativity

Groningen, Groningen, Nederland

127 volgers · 127 connecties



FC Groningen



Rijksuniversiteit Groningen



Connecting to the field with Talent Development and Creativity

- › Obtain your MSc. degree in Psychology
- › *BUT ALSO:*
 - Become an expert in a contemporary topic
 - Possible to obtain a coaching certificate
 - Coaching Platform





Connecting to the field with Talent Development and Creativity

- › Obtain your MSc. degree in Psychology
- › *BUT ALSO:*
 - Become an expert in a contemporary topic
 - Possible to obtain a coaching certificate
 - Possible to obtain an official sport psychology certificate (basisaantekening)
 - Postmaster Sport and Performance Psychology (in Groningen)

30 MEI 2024
18.00 - 21.00 UUR

**SPORT- EN PRESTATIE
PSYCHOLOOG WORDEN?**

Meld je aan voor ons GRATIS
Live Kennis Event
in Amsterdam

KEY NOTES
WORKSHOPS
& MEER...

ISPP / Instituut voor
Sport- en
PrestatiePsychologie

GA NAAR DE AGENDA OP
WWW.ISPP.NL VOOR MEER
INFORMATIE



Connecting to the field with Talent Development and Creativity

- > Obtain your MSc. degree in Psychology
- > *BUT ALSO:*
 - Become an expert in a contemporary topic
 - Possible to obtain a coaching certificate
 - Possible to obtain an official sport psychology certificate (basisaantekening)
 - Receive exclusive invitations for (inter)national meetings on talent selection and -development
 - Additional training in employability and networking



Apply / more information?

<http://www.rug.nl/masters/talent-development-and-creativity/>



stairwaytotalent@rug.nl