



Talent Development & Creativity

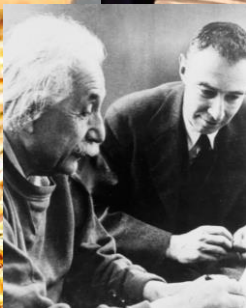
Dr. Barbara Huijgen (Coordinator TD&C)

James Hackett (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



GRONINGEN[®]

The Netherlands

city
of
talent



Aims of the MSc. program

- › Developing skills and expertise in
 - Theoretical approaches to talent development and creativity
 - The psychology of success
 - Methods and instruments to select talented and creative individuals
 - Coaching
 - In sports, education, work, arts...
 - In research & practice



Staff members expertise

> Development and selection

- Education (primary, secondary, higher)
- Culture (music, arts)
- Sports
- Organizations



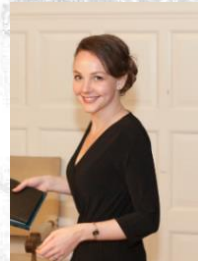
Prof. dr. Den Hartigh



Prof. dr. Van Yperen



Dr. Huijgen



Dr. Niessen



Dr. Cox



Dr. De Jonge-Hoekstra



Prof. dr. Meijer



The MSc. program

- > Capacity:
 - All students are admissible in September (no selection)
 - *25 started in September 2022, 2023 & 2024*
 - 5 Premaster places
- > 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 Organizations
 - Other courses in (or outside) the psychology program
- > Internship (10EC)
- > Master thesis (20 EC)



Master internship (10 EC)

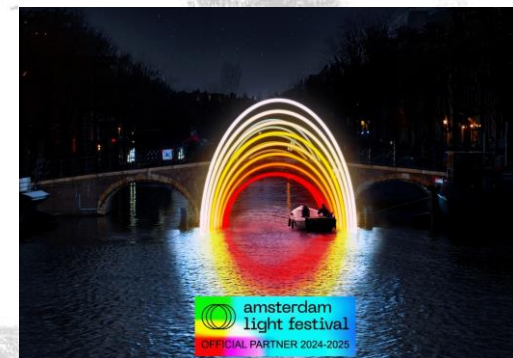
- › Putting your talent development and creativity knowledge and skills into practice!
 - Discover your own talents
 - Networking with our alumni
 - **Participate in the work field**
 - **Translate theory to practice**
 - **Develop your professional skills**
- Throughout the year
- We facilitate every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





Selection of partners

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





Master thesis (20 EC)

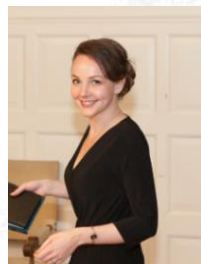
- > Selection of topics and supervisors
 - Motivation and performance
 - Selection of employees, students, or athletes
 - Talent identification in sports
 - Coaching and mentoring
 - Talent, momentum, and resilience in sports
 - Performing under pressure



Prof. Van Yperen



Prof. Den Hartigh



Dr. Niessen



Prof. Meijer



Msc. Neumann



Dr. Cuijpers



Dr. Huijgen



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



Student experience TDC

James Michael Hackett

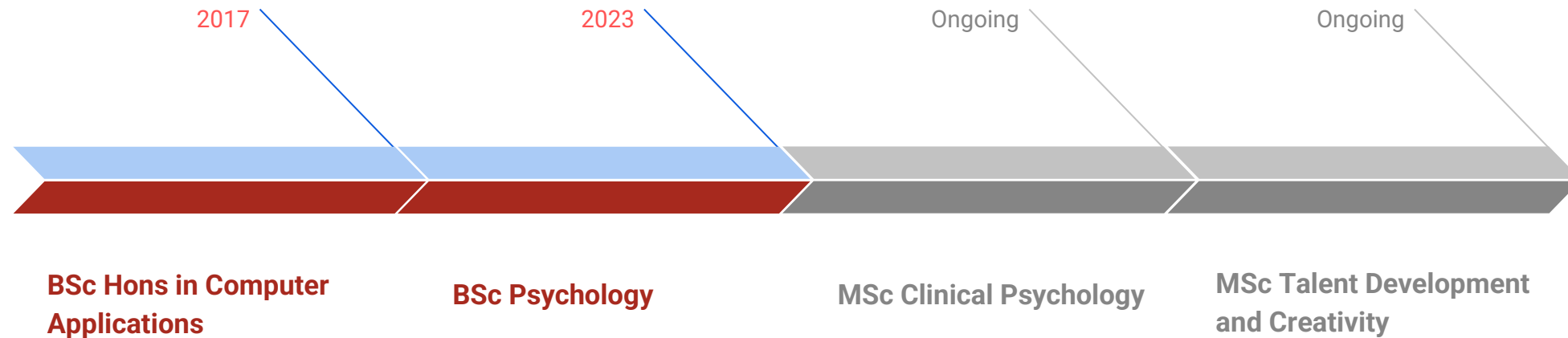


Some background...





How did I end up here??





Why did I choose TDC?

- Sport psychology
- Sports Background
- Work with high performers
- Accreditation Possible (VSPN, Coaching certificate)
- Hands on skills courses



How my year looks

Academic year 2024-2025			
semester 1		semester 2	
Block 1A	Block 1B	Block 2A	Block 2B
Talent Development and Creativity	Talent Assessment and Performance Prediction		
Coaching	Coaching InterVision		
	Analysing Individual Development		
		Competence and Motivation Test Construction	
Thesis + Internship	Thesis + Internship	Thesis + Internship	Thesis + Internship



- Broad Beginning
- Like Minded People
- Room to Specialise

What I've enjoyed

- Lectures
- Internship
- Coaching Experience



Integrated internship at GYAS

- Resilience monitoring
- Implementing monitoring for rowers
- Devise new protocols
- Coach coaches





Thesis

The role of Enjoyment in Performance and Recovery trajectories in talented rowers

How does daily enjoyment influence perceived recovery and perceived performance ratings over time?





Feel free to reach out!

My email: j.m.hackett@student.rug.nl



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



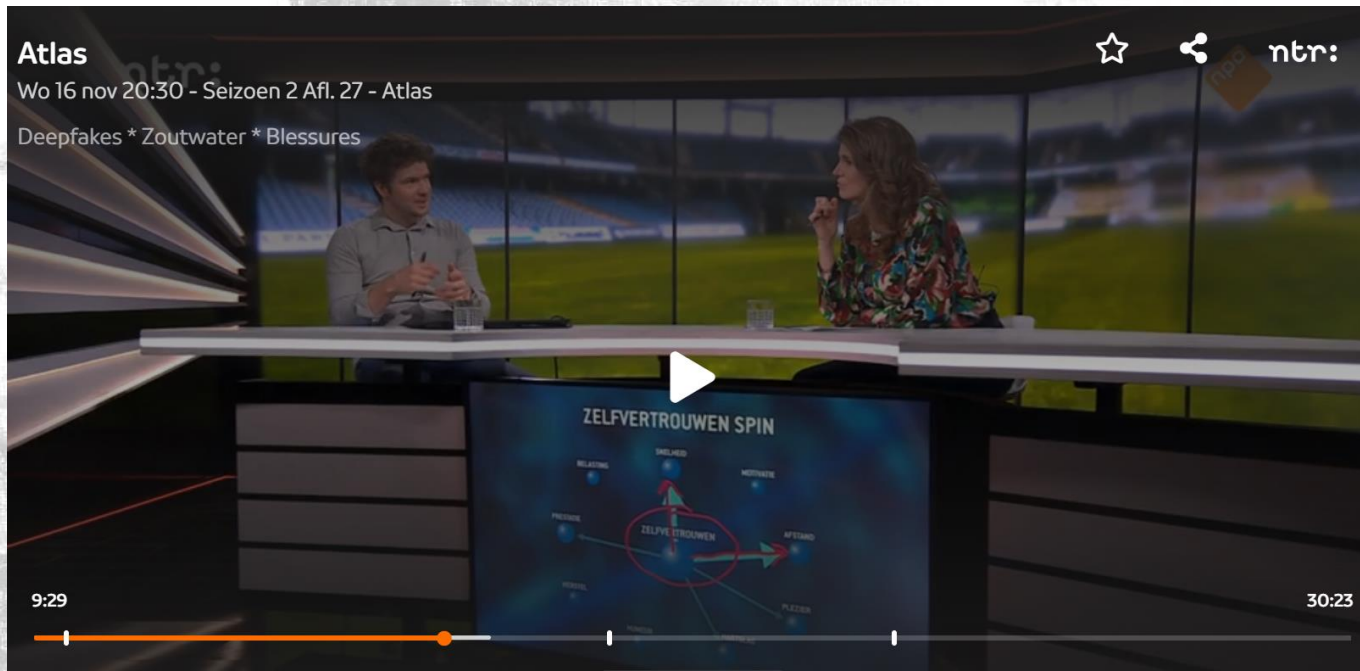
Scholte Boels (He/Him) · 1st

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

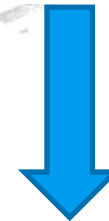


Education



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





Connecting to the field with Talent Development and Creativity

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





Apply / more information?

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



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