

## The Countermeasures to Reduce and Avoid Stifling Talents: From the Perspective of Managers

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### Abstract

Talent waste is an objective social phenomenon in the human history. Minimizing and avoiding stifling talents and playing the important role of talents as the first resource is the practical problem that managers at all levels must seriously consider and solve. That the society should provide necessary conditions for the social recognition of talents is the basic premise to reduce and avoid stifling talents, which requires the whole society to create a good atmosphere of “respect knowledge and respect talents”, improve the social recognition system for talents, optimize the social recognition organizations, and provide talent competition platforms to encourage the flow of talents. Talents’ display of potential is the fundamental way to reduce and avoid wasting talents, and talents’ possession of a healthy body and good psychological quality is the basic condition to reduce and avoid stifling talents.

**Key words:** Talent waste; Avoidance countermeasure; Social condition; Active display of potential; Physical and mental qualities

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### INTRODUCTION

Talent waste refers to the society’s negation on a talent’s quality or outcome, or the talent’s own negation on

his quality and outcome. Talent waste in the history of mankind is an objective social phenomenon. From ancient times to today, both at home and abroad, there are phenomena of talent waste. In real life, the impact of old ideas, cronyism, irrational personnel structure, overstaffing, depression in development, talent neglect, bad working style and complex interpersonal relationship, etc. lead to the suppression of talents, which can more or less be seen in each unit, only in different manifestations. Today, when talents are regarded as the first resource and science and technology become increasingly competitive, how to minimize and avoid wasting talents and provide a fair and equitable social environment and condition for talents’ growth and exhibition of potentials is an important issue that we must seriously consider and resolve. In promoting social progress and national development, enhancing our comprehensive national strength, improving the people’s living quality and standard, dealing with the fierce international competitions and many other aspects, talents all play a key role. Wasting talents are to waste social developmental resources and hinder social development, having much harm and no benefit. However, due to various objective and subjective reasons, the phenomenon of talent waste exists objectively. Therefore, how to minimize and avoid stifling talents is a practical problem that managers at all levels must seriously consider and solve.

### 1. THAT THE SOCIETY SHOULD PROVIDE NECESSARY CONDITIONS FOR THE SOCIAL RECOGNITION OF TALENTS IS THE BASIC PREMISE

In the long history of human development, not every historical stage attaches importance to the role of talents as today. Theory is the precursor of action. In the ancient times when the talents were pressed and fooled, scientific

research and development were severely constrained. Talent study rises with China's reform and opening up and is accompanied by the rapid rise of the world development of science and technology. As a valuable social resource, if the society does not provide the necessary conditions, talents are only a potential resource, but can not become a beneficial resource which can be used for social development and in turn promote social development. In other words, the basic premise for reducing and avoiding talent waste is to provide necessary conditions for the talents to stand out. China is in a critical period transforming from a country with a large population to a great human resource, and how to transform the population resource into human resource, then transform into a powerful driving force to promote the great cause of socialism with Chinese characteristics, is the fundamental starting point to develop the national personnel policy and related systems.

**The whole society should create a good atmosphere of "respect for knowledge and respect for the talents", which is the environmental condition to reduce and avoid stifling talents.** Comrade Deng Xiaoping puts forward to "respect for knowledge and respect for the talents." The great achievements in the reform and opening up are all condensed with the contributions of talents at all levels. Only when the whole society recognizes the value and importance of talents, and danger of talent waste, talent waste can be minimized and avoided. Everyone can be a talent, everyone loves the talents, and everyone needs talents. Because talents can bring about benefits, change our lives, promote social progress, and make our country prosperous. Talents are the key for the world's overall national competitions today. Wasting talent, not only harms the talents, but also will eventually harm ourselves and the country. Talent waste means that a precious resource has been buried and disappeared, which will bring losses to our cause.

**Today, when the rule by law is emphasized, a sound social talent recognition system is the fundamental protection to minimize and avoid stifling talents.** Talent social recognition system is a generic term for the identification and recognition system of the quality and outcome of talents. The talented social recognition system should take into account the elements of the system, namely scientification, standardization, comprehensiveness, operability and relative stability. Since the reform and opening up, the Party and the country have attached great importance to the work of human resources, proposed the talent strategy to differentiate talents and display their potentials, and ensured the vigorous development of the national modern industries. However, due to the lag or incompleteness of the system construction, or lack of flexibility, the phenomenon of talent waste occurred. The qualities and outcomes of talents vary and are constantly changing,

therefore, continuous improvement of the talent social recognition system is impossible to be efficacious forever. According to the needs of social development, we should timely revise the rules and regulations of social talent recognition system, get rid of the drawbacks of the original system, and add new contents based on the actual new development, so that the social talent recognition system can adapt to the needs of social development and human development, and minimize and avoid talent waste.

**The optimization of social recognition organization is the premise to ensure the effective implementation of talented social recognition system, thereby reduce and avoid talent waste.** Social systems are developed by the people, and executed by the people. The full and effective implementation of the system is the key. Throughout the features of talented social recognition, social recognition organization of talents plays a decisive role. The key is for talents to obtain social recognition is the social recognition organization's approval on their qualities and outcomes. Social recognition organization is the talent recognition agency consisting of authority staff from various industries. Notwithstanding the provisions of the system, the actual recognition process is often achieved by the votes of social recognition members, which are accompanied by a greater subjectivity. If the social recognition organization members are objective and impartial, their knowledge and capability levels keep up with the forefront of the times, and they have the ethics to love and cherish talents, then the real talents are easy to stand out. Conversely, if the recognition organization members cannot be objective and impartial, or their knowledge and capability levels are behind the forefront of the times, or they have not the ethics to cherish and love talents, it will inevitably lead to a short-term or long-term talent waste. In the social recognition process in reality, some authorities suppress people, fail to catch up with the times, or update their knowledge too slowly, which lead to the phenomena that the outcomes of talents cannot get a scientific evaluation, or even experts are evaluated by amateurs. All of these will inevitably result in talent waste. Therefore, the strengthening of construction of talented social recognition organization is one of the prerequisites to reduce and avoid talent waste.

**Abandon old opinion, break through equalitarianism, provide competition platform, create conditions for talents to gain social recognition in time and efficiently.** Equalitarianism suppresses people's competitive psychology, weakens people's progressive spirit, and decreases people's risk awareness. In order to achieve the scientification of management, organizational strategy and planning shall be elaborated and avoid using political method to deal with academic issues. In order to strengthen the inspection and management on academic

authority in talents social recognition organization, it has to avoid human repression. Some academic authorities stick to traditional theories, repel new theories; some academic authorities absolutism and mystify their academic position; even if some authorities level is lower than the new outcome level, talents are hard to gain recognition, especially some big breakthroughs are hard to gain recognition because authority does not understand them. The second point is to avoid picking talents of own preference. Judging people by appearance, namely accepting people by their appearance or their impression, even demanding perfection is inadvisable.

**Encouraging talents' reasonable flow and making corresponding fitting countermeasures is one strategy to decrease or avoid stifling talents to some extent.** From objective aspect, a lot of talents "go to southeast" and "Beijing", even some go to overseas, how to create conditions to maintain talents attracts talents and prevent brain drain is the issue concerned by strategy of reinvigorating China through human resource development. In China, however, due to the imbalance of district development and the needs diversification on talents, it forms the objective environment of talent flow. Actually, talents reasonable flow helps to fully play the role of talent resource. Talent flow can make full use of talents and help some talents to get out of the predicament being stifled.

All in all, whether the atmosphere creation of attaching importance to talent, system guarantee of seeking talents, talents social recognition group building, or the building of talent flow system, the necessary condition provided by society is the basic premise to decrease or avoid stifling talents. On this basis, talents can actively display their talents, the standing out of talents becomes possible.

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## 2. THE BASIC SOLUTION FOR TALENTS IS TO BE GOOD AT DISPLAYING THEIR POTENTIAL

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Display of potential refers to talents' practical activities by using certain means or by some means to actively gain social recognition. If talents with talent have no means to display talent, society has no idea to recognize the talent, causing the self-stifling by talents themselves. Therefore, they need to actively displaying potential. Particularly this technology and scientific society with informatization as its characteristics provides bountiful methods and platforms for talents to display their quality and performance. There are a lot of talents mechanisms in the society, and people who actively display their potential can be easily found. The key point of talents social recognition mechanism lays on the emergence of talents. If talents are always in the hidden condition, particularly under the circumstance of talents unwilling

to display their potential, good mechanism is hard to find the talents out. Therefore, the active displaying potential by talents is the basic solution to decrease and avoid stifling talents. Just as the first time when the achievers are recognized by the society, due to the display of quality and performance and social recognition, a potential talent becomes talent. If talent hides or is bad at displaying quality and performance, waits impassively or is pessimistic and lacks confidence, uses failure psychology to evaluate quality and behavior, even blindly believes in authority and has weak subject awareness, the talent can be stifled because of his own reason. Society develops rapidly, the tempo of knowledge updating speeds up distinctly, the constant emergence of new outcomes in various areas, how to take chances, actively display potential and gain social recognition, decrease and avoid talents' self-stifling is the issue talents shall seriously think about.

### 2.1 Information Display of Potential

The methods of display of potential differ from people to people, first of all is information display of potential. Information display of potential refers to fully make use of all kinds of information to display talents and achievement. There are several main channels to use information industry to display potential: the first channel is to write essay or article containing own thoughts and new ideas and then deliver them to expert for checking or send them to newspaper or magazine; the second channel is to promote own achievements or thoughts by using broadcast, television or letters; the third channel is to hold academic speech and product exhibition; the fourth channel is to write articles to participate in all kinds of academic meetings.

### 2.2 Self-Recommendation Display of Potential

Talents use these channels to deliver their thoughts and achievements to society and reach the goal of display of potential, thus gaining social recognition. The second method is self-recommendation display; self-recommendation is the efficient solution to seek talents and efficient solution to decrease talents stifling. The detailed methods of self-recommendation are as follows; the first step is to actively consult academic masters and display talents in the consulting process, thus gaining their supports and affirmation; the second step is to actively deliver research achievement to scientific research department or expert to inspect, thus gaining their recognition, or actively introduce working and performance to supervisor, thus gaining supervisor's recognition and affirmation. The third step is to actively accept the task and plan, displaying potential in the completion of tasks. The last step is to take chances, standing out at critical juncture. As the proverb goes, crisis shows true talent. Critical juncture tests talent's quality and ability, if taking chances to display potential, there are

multiple virtues. First, in critical juncture, the competition is very difficult, participants decrease, meaning opponents decrease, so it becomes easier to gain recognition. Second, people who stand out at critical juncture would catch more attentions. In addition, talents shall aware that it is a rare chance to exercise and develop them. In practice, some people stand out; some people miss the chances and stifle their talents.

Nowadays, ruling by law has already become country's ruling strategy, in the process of taking chances, talents must establish rules awareness, avoid seeking quick success, comply with talents moral and refuse to adopt unfair methods. Gaining social recognition is the basic characteristics of talent property. As the first precious resource, talent shall maintain high value of the resource and this is the basis of talents making more contribution to society. The excellent quality of talents is the driving force to gain social recognition. Therefore, the person who needs to display potential shall attach importance to good quality exercise, display tough skill, excellent achievement and good quality, thus achieving the goal of displaying potential.

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### **3. HEALTHY BODY AND GOOD MENTAL QUALITY IS THE FUNDAMENTAL CONDITION FOR TALENTS**

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Mao Zedong said body is the capital of the revolution. The body is the material basis of becoming a talented and is the fundament of career accomplishment. If the body condition is weak, the material basis is weak and the body is unable to understand laborious creative work, thus influencing talent's role play. "Body is the carrier of knowledge and the house of moral." talents who die at an early age because of overusing the body, or talents who dies because of illness can be seen as the fiercely competitive society. If they try to combine work with entertainment, have regular rest and often exercise, they would not be stifled because of body health reasons. Indeed, as the material carrier of all kinds of qualities of the talents, body health condition directly influences talents' achievement and contribution towards the society. In the fiercely competitive society, a healthy body is the basic condition for talents to fully display talent. If without a healthy body, talents must be hard to undertake the laborious task, and their quality and achievement are hard to display constantly, which would cause the self-stifling talents even their disappearing. In order, to have a strong body, talents must pay attention to the following issues to decrease or avoid stifling.

#### **3.1 A Healthy Body Is the Material Basis of the Display of Potential**

Modern people pay more and more attention on body health, because they realize that a healthy body is not

only the process complying with natural laws, but also the process using laws. First of all, comply with the law of body activity and combine work with entertainment. Because of the fierce competition in real life, talents are under great pressure, in order to accomplish goal, they have to work overtime longtime and have insufficient rest to cause the drop down of body quality or suddenly suffer illness, decreasing or discontinuing the activity efficiency. If the problem gets worse, talents may have to terminate their creative activities. It can be said that it is no alternative ways but also the reason of talents themselves. In order to avoid this avoidable problems, complying with the law of the body biological clock, paying attention on the combination of labor and entertainment and maintaining good body condition are the basic solution to achieve talents' long-term development and avoid self-stifling. Secondly, talents shall strengthen sports training, relax body and heart and enhance physique. Physical training is the important way to enhance the physiological function and increase immunity. The real competitive pressure always makes talents have no time to exercise or pay no attention on exercise. Body is always in sub health status, and eventually diseases come on horseback, causing talents short-time, long-time or forever stifling. At last, talents shall pay attention to reasonable and nutritional diet to supplement body and maintain health. All in all, having a healthy body is the basic physiological condition to decrease or avoid talent waste.

#### **3.2 Good Mental Quality Is the Basic Condition to Make Sure Talents Gain Social Long-Term Recognition**

In the fiercelt competitive modern society, good mental health is the basic condition to participate in competition. First of all, the way to become talents would not be smooth, talent may encounter difficulties, setbacks or failures, even more difficulties, repeated setbacks or failure, so talents have to have strong will and have the courage to take challenges. They have to fight back even if in adversity. Secondly, because there are multiple and excellent talents in modern society, talents shall try to avoid stifling, they need to increase subjective awareness, not blindly trust authority, overcome inferiority complex and increase confidence. And they also need good mental adjustment ability and always maintain positive attitude. All in all, strong will and high confidence are the magic weapons to decrease or avoid talents' stifling.

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### **CONCLUSION**

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Manager shall provide good talent fostering environment and condition, shall make full use of talents and education background hire smart people, and truly respect knowledge, respect talents, encourage the display of

potential, care about talent's physical and mental health, so stifling talents can be decreased or avoided.

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