

HPI AT WORK:

UNDERSTANDING AND SUPPORTING HIGH POTENTIAL

Training for managers and HR professionals supervising or recruiting high intellectual potential profiles

Transform high potential from a challenge into a true team asset

Duration : 4 hours	Modules : 4 modules
Lessons : 16 lessons	Audience : Managers and HR professionals
Format : 100% online, asynchronous	Provider : N° 11757351875
Certification : Qualiopi	Price : On request

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Course description

This 4-hour training is designed for managers and HR professionals who supervise or recruit high intellectual potential profiles. It goes beyond the clichés of 'the brilliant gifted person' or 'the difficult profile' to provide a realistic understanding of how HPI functions in the workplace. You will learn to recognize what lies behind boredom, over-commitment, or relational frictions, to adapt management and tasks accordingly. By the end of this training, you will be equipped to transform often wasted potential into a true asset for your team.

Module summary

MODULE 1	Understanding high potential	4 lessons
MODULE 2	Overcoming clichés and taking a fair look	4 lessons
MODULE 3	Managing a high-potential employee	4 lessons
MODULE 4	Enhancing and retaining potential	4 lessons

Learning objectives

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- Understand the cognitive and emotional functioning of high intellectual potential profiles
- Recognize HPI characteristics in the workplace beyond stereotypes and misconceptions
- Distinguish HPI from other neurodiversity profiles and avoid confusion
- Adapt management practices to provide meaning, stimulation, and appropriate framework
- Handle relational and emotional challenges specific to HPI employees
- Build development paths that retain and enhance high potential talent
- Prevent burnout and overcommitment in HPI profiles
- Transform high potential into a collective asset for the team

General information

Duration	4 hours
Target audience	Managers and HR professionals who supervise or recruit high intellectual potential profiles
Prerequisites	None
Price	Upon request – VAT not applicable (article 261-4-4° of the French Tax Code)
Certification	Qualiopi – Training completion certificate
Organization	DYNSEO – Activity registration number: 11757351875

MODULE 1**Understanding high potential**

4 lessons

Lesson 1 - What HPI is and what it is not

- What it is not: a guarantee of success, performance, or an excuse for difficulties
- What it is: a particular cognitive and emotional functioning
- Common misconceptions that skew managers' perspectives
- Why a HPI can be both brilliant and struggling at work

Lesson 2 - Cognitive and emotional functioning

- Rapid, abundant, branching thinking and what it implies
- Emotional hypersensitivity and its impact on work relationships
- The need for meaning and difficulty with tasks perceived as absurd
- Why intensity is both a strength and a source of exhaustion

Lesson 3 - Common Difficulties in the Workplace

- Boredom and disengagement when the job no longer stimulates
- Overcommitment and difficulty in measuring one's investment
- Relational frictions related to impatience or frankness
- Imposter syndrome and the perceived gap with others

Lesson 4 - Situational exercises — recognizing a HPI profile

- Scenario 1: a very competent employee is bored and threatens to leave
- Scenario 2: a brilliant person creates tensions with their frankness
- Scenario 3: a promising profile gets scattered and finishes nothing
- Reflective feedback: what is related to HPI and what is related to something else

MODULE 2**Overcoming clichés and taking a fair look**

4 lessons

Lesson 1 - Breaking the Myth of Genius and the Myth of the Problem

- Why HPI is neither a superpower nor a disorder
- The danger of expecting constant excellence from a HPI profile
- The opposite danger of reducing the person to their difficulties
- How to see the person before the label

Lesson 2 - HPI and neurodiversity — avoiding confusion

- What distinguishes HPI from ADHD, autism, and other profiles
- Why these profiles can coexist in the same person
- The importance of not trying to categorize everything at your level
- When to refer to a professional rather than interpreting it yourself

Lesson 3 - What HPI Really Brings to a Team

- The ability to analyze, have a global vision, and solve complex problems
- Creativity, innovation, and constructive questioning
- Intense commitment when there is meaning
- How these strengths are concretely expressed in a professional context

Lesson 4 - Situational setups — taking a balanced view

- Exercise 1: rephrase a sweeping judgment into a nuanced reading
- Exercise 2: distinguish between realistic and unrealistic expectations of a HPI
- Exercise 3: identify the real strengths of a profile behind its difficulties
- Concrete feedback: your accurate reading of the profile

MODULE 3**Managing a high-potential employee**

4 lessons

Lesson 1 - Give meaning and stimulation

- Why meaning is the primary motivation lever for a HPI
- How to assign tasks that are challenging without overloading
- Maintain the challenge to avoid boredom and disengagement

- Provide autonomy while keeping a clear framework

Lesson 2 - Framing without constraining

- Set clear limits on investment and scope
- Manage impatience, distraction, and the tendency to reinvent everything
- Reframe a poorly received frankness without breaking trust
- Help the collaborator finish what they start

Lesson 3 - Accompany the emotional and relational dimension

- Manage hypersensitivity to feedback and criticism
- Help ease tensions with colleagues
- Work on confidence and impostor syndrome
- Create a safe environment where the employee can be themselves

Lesson 4 - Situational applications — adapting your management

- Scenario 1: your HPI collaborator is bored with a job that has become too simple
- Scenario 2: a poorly worded criticism triggers a strong emotional reaction
- Scenario 3: a brilliant profile creates repeated tensions within the team
- Feedback: the managerial adjustments that change everything

MODULE 4

Enhancing and retaining potential

4 lessons

Lesson 1 - Build a journey that captivates

- Why HPI individuals leave when they are bored and how to avoid it
- Offering growth without falling into automatic promotion
- Formats that nourish: cross-functional projects, expertise, mentoring
- Assessing and recognizing an HPI profile fairly

Lesson 2 - Making HPI a collective asset

- How to put potential at the service of the team and not against it
- Value different thinking without devaluing others
- Avoid exclusion and the role of 'the one who is not like the others'
- Create complementarities rather than rivalries

Lesson 3 - Preserve balance and prevent burnout

- Why HPI individuals are particularly exposed to overcommitment and burnout
- Help to measure long-term investment
- Identify specific signs of exhaustion for these profiles
- Build a sustainable working relationship for both parties

Lesson 4 - Situational setups — establishing a lasting relationship

- Scenario 1: you build a development path for a gifted individual who is bored
- Scenario 2: you highlight their potential to the team and management
- Scenario 3: you identify an overcommitment that leads to burnout
- Feedback: your long-term support plan

Teaching methods

- 100% online self-paced training accessible 24/7
- Structured content with videos, situational exercises, and practical scenarios
- Downloadable resources and reference sheets
- Interactive exercises and case studies for each module
- Training completion certificate upon successful completion
- Technical support and pedagogical assistance available throughout the training