**Talent and the absent of work identity**

**- A conceptual and philosophical challenge for talent management**

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**ABSTRACT**

The issue of subjective bias and the absent of work-identity in talent management is our focus in this paper and from an interdisciplinary perspective that draws on methods and insights from cognition, social psychology, philosophy, linguistics and sociology, we will demonstrate how the issues are connected to a lack of semantic clarity in talent management and lack of awareness of both work- and organizational-identity associated with talent. We will try to explain how this could affect the outcome of the talent development and investment. All this is done with the intention of eliminating, or at least ameliorating, the semantic emptiness of (and subjective bias in) talent management by focusing on the identity fit between talent and organization in order to improve its reliability in actual practice.

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