

The role of the coach in developing the talents of the trainees from the perspective of the Holy Quran

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 <https://doi.org/10.22034/jksl.2025.542269.1503>

Introduction

One of the essential factors contributing to the intellectual advancement and development of society is recognizing the diversity of human talents and individual capacities. In the field of education, this diversity reflects the dynamic and sustainable development of learners in various domains, including academic achievement. The Holy Qur'an explicitly acknowledges this reality (Q. 65:7), emphasizing that God has created human beings with different capacities and abilities. Likewise, each individual is held accountable only according to his or her own capabilities (Q. 4:32). Within this framework, the educator occupies a central position as a guide, facilitator, and role model. Since the Holy Qur'an constitutes the primary source of guidance and education in Islam, it provides the most authoritative foundation for examining this issue. Accordingly, the present study first investigates the Qur'anic explanation for differences in human talents and then explores the educator's role in nurturing and actualizing learners' innate abilities. The principal research question is: **What is the wisdom behind the diversity of learners' talents, and what role does the educator play in cultivating these talents according to the Holy Qur'an?**

Materials and Methods

The study begins by defining the principal concepts underlying the research, including *talent* and *education*, and subsequently examines the subject from a Qur'anic perspective. Employing a descriptive-analytical approach based on library research, it analyzes the relevant Qur'anic verses and scholarly sources in order to explain the factors related to the research problem. Furthermore, the study seeks to formulate a theoretical framework capable of assisting educators in nurturing the diverse talents of learners. Accordingly, the research methodology consists of descriptive and analytical investigation grounded in documentary and library-based sources.

Results and Findings

The findings of the study may be summarized as follows:

1. In light of the Qur'anic principle that divine obligations correspond to human capacities and abilities (Q. 2:286), the role of teachers and educators in recognizing and developing learners' talents requires careful clarification.
2. Effective education requires an accurate understanding of each learner's individual, familial, and social circumstances. Consistent with Q. 18:73 ("*Do not burden me with hardship in my affair*"), educational practice should be characterized by facilitation rather than excessive strictness. Such an approach strengthens learners' motivation, encourages the development of their latent talents, and promotes academic growth.
3. The identification and cultivation of talents foster self-confidence and self-efficacy. Individuals who engage in activities aligned with their natural abilities develop a stronger sense of personal worth and competence. Likewise, when individuals pursue occupations corresponding to their talents, productivity increases and they are able to contribute more effectively to the advancement of society. As indicated in Q. 43:32 ("*that some of them may employ others in service*"), the diversity of human abilities exists so that individuals may benefit from one another within social life. Without such diversity, many essential social functions would remain unfulfilled.
4. The Holy Qur'an repeatedly affirms the existence of individual differences among human beings and identifies several underlying causes, including the divine will, the diversity inherent in God's creation, individual effort, divine testing, and each person's unique psychological disposition (*shākilah*).
5. Human talents develop within the framework of an individual's *shākilah*, as reflected in personal actions and behavior. Recognizing this principle discourages individuals from seeking abilities beyond their own God-given capacities or envying the talents of others. Neglecting the concept of *shākilah* may hinder intellectual development, suppress individual potential, and foster destructive attitudes such as envy.
6. According to the Qur'an, the educator's principal responsibilities in nurturing learners' talents include clarifying the paths of guidance and misguidance, providing education grounded in divine revelation, purifying learners from moral vices while cultivating virtuous qualities, strengthening faith and reliance upon God, developing patience and perseverance, explaining the wisdom underlying divine commands and events, and promoting learners' comprehensive development through the proper use of their innate talents.

Conclusion

The analysis of the relevant Qur'anic verses demonstrates that differences in human talents constitute an essential feature of earthly life rather than an accidental phenomenon. According to the Qur'an, these differences arise from factors such as the divine will, individual effort, divine testing, personal disposition (*shākilah*), and the diversity embedded in God's creation. In order to cultivate these diverse talents, educators are expected to clarify the distinction between guidance and misguidance, educate learners in accordance with divine revelation, facilitate their moral purification and character development, strengthen faith, trust in God, patience, and perseverance,

explain the wisdom underlying various aspects of life, and foster learners' holistic growth through the appropriate development of their God-given abilities.

To advance this educational vision, continuous scholarly evaluation is recommended. In particular, greater attention should be devoted to the religious and Qur'anic dimensions of educational policy documents, including Iran's *Fundamental Transformation Document of Education*. Furthermore, effective practical guidelines should be developed to support educational counseling for both teachers and learners. Finally, future researchers are encouraged to conduct empirical and field-based studies to examine the practical implementation of these Qur'anic educational principles within contemporary educational settings.

Keywords: Holy Qur'an, talent, role of the educator, talent development, individual differences in talents.

Ethical Considerations

Compliance with research ethics. The authors observed the ethical principles in conducting and publishing this scholarly research, and this is confirmed by all of them.

Conflict of interest

The authors declare that they have no conflict of interest.

Funding statement

The authors declare that no funds, grants, or other support were received during the preparation of this manuscript.

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How to cite:

Shayestefard, Rahmat & Soltani Renani, Sayyedmahdi & Arjmandfar, Mahdi. (2025). The Role of the Educator in the Flourishing of Learners' Talents from the Perspective of the Holy Qur'an. *Quran, Culture And Civilization*, 7 (2), 99-118. <http://doi.org/10.22034/jksl.2025.542269.1503>