

TYPE 3 THE UNDERGROUND	
FEELINGS and ATTITUDES <ul style="list-style-type: none"> • Desire to belong socially • Feel unsure and pressured • Conflicted, guilty and insecure • Unsure of their right to their emotions • Diminished sense of self • Ambivalent about achievement • Internalise and personalise societal ambiguities and conflicts • View some achievement behaviours as betrayal of their social group 	BEHAVIOURS <ul style="list-style-type: none"> • Devalue, discount or deny talent • Drops out of GT and advanced classes • Rejects challenges • Moves from one peer group to the next • Not connected to the teacher or the class • Unsure of direction
NEEDS <ul style="list-style-type: none"> • Freedom to make choices • Conflicts to be made explicit • Learn to code switch • Gifted peer group network • Support for abilities • Role models who cross cultures • Self-understanding and acceptance • An audience to listen to what they have to say (to be heard) 	IDENTIFICATION <ul style="list-style-type: none"> • Interviews • Parent nominations • Teacher nominations • Be cautious with peer nominations • Demonstrated performance • Measures of creative potential • Nonverbal measure of intelligence
ADULT & PEER PERCEPTIONS <ul style="list-style-type: none"> • Viewed as leaders or unrecognised • Seen as average and successful • Perceived to be compliant • Seen as quiet/shy • Seen as unwilling to risk • Viewed as resistant 	HOME SUPPORT <ul style="list-style-type: none"> • Cultural brokering • Normalise their dissonance • College and career planning • Provide gifted role models • Model lifelong learning • Give freedom to make choices • Normalise the experience • Don't compare with siblings • Provide cultural brokering • Built multicultural appreciation
SCHOOL SUPPORT <ul style="list-style-type: none"> • Frame the concepts as societal phenomena • Welcoming learning environments • Provide role models • Help develop support groups • Open discussions about class, racism, sexism • Cultural brokering • Direct instruction of social skills • Teach the hidden curriculum • Provide college planning • Discuss costs of success 	