

# — THE 6 TYPES OF — Working Genius



Developed by Patrick Lencioni and



## What is Your Working Genius?

When it comes to work, we all have gifts. Natural, God-given talents that give us energy and allow us to contribute to the success of organizations and teams. We are meant to use those gifts, and it is frustrating, sometimes tragic, when we can't. Of course, if we don't know our gifts, we can't be sure that we are using them.

Now, in addition to our gifts, we all have limitations—natural areas of deficiency that drain us of our energy and frustrate our ability to contribute to work. Though we can't always avoid those areas, we are meant to minimize the time we have to spend on those tasks, though again, if we don't know what those deficiencies are, we can't minimize them.

The Six Types of Working Genius is a model and an assessment tool that allows anyone—CEOs, teachers, factory supervisors, college students—to identify their gifts and limitations so they can maximize their satisfaction and success in any kind of work they do. In thirty minutes, someone can radically alter their day-to-day job fulfillment or even their career direction. What a difference that can make in a person's life.

As it turns out, those six types of genius—Wonder, Invention, Discernment, Galvanizing, Enablement and Tenacity—make up the six required activities for any work endeavor. Whether you're engaged in running a company, a department, a project, or even a family, all six are necessary ingredients for success. And no one person can embody them all, which is why teamwork is so important.

And among those six types, everyone has two that we call areas of genius, where we get our joy and energy and have natural ability. We have two that we call areas of frustration, where we get drained of joy and energy and have little natural ability. And then there are two in the middle, areas where we might have some ability, but is not a source of energy and satisfaction.

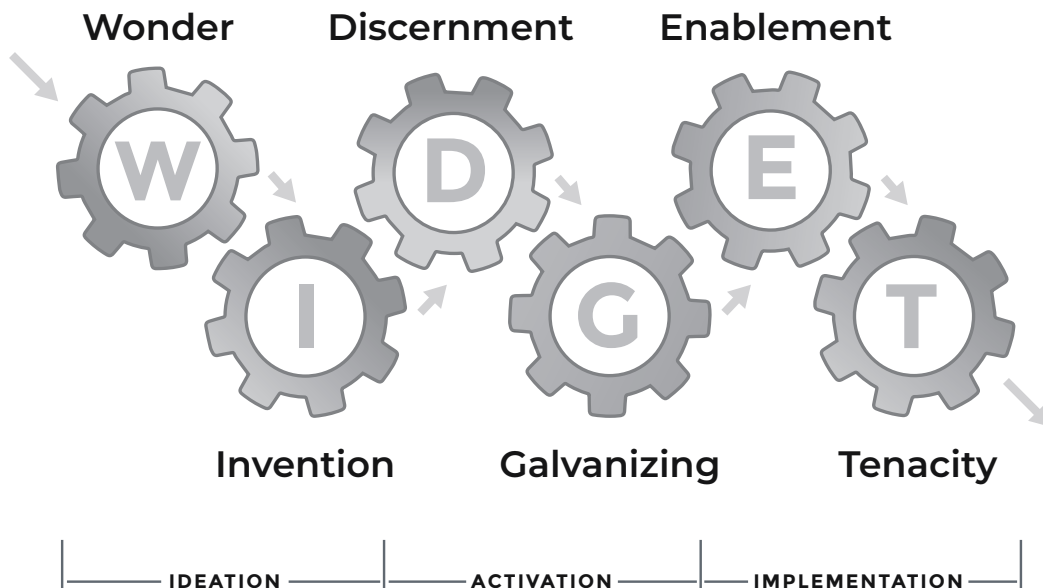
Imagine if every company, every organization, every team knew the areas of genius, competency and frustration of their people and organized them for success. And imagine if every parent knew those areas of genius for their spouse and children. It's not an exaggeration to say that there would be more joy and less misery in society. But that has to happen one person at a time. And that person might as well be you. What are your areas of genius?

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## **The Genius of Wonder (W)**

People with this genius can't help but question whether things could be better in the world around them. They are troubled whenever they see unmet potential, and they are constantly curious and on the lookout for the need to change something.

## **The Genius of Invention (I)**

This type of genius is all about creativity. People who have it love to generate new ideas and solutions to problems and are comfortable coming up with something out of nothing.

## **The Genius of Discernment (D)**

People with this type of genius have a natural ability when it comes to evaluating or assessing a given idea or situation and providing guidance. They have good instincts, gut feel and judgment about the subtleties of making decisions that integrate logic, common sense and human needs.

## **The Genius of Galvanizing (G)**

This type of genius is about bringing energy and movement to an idea or decision. People who have it like to initiate activity by inspiring people to get involved and rallying them to act.

## **The Genius of Enablement (E)**

People with this type of genius are quick to respond to the needs of others by offering their cooperation and assistance with a project, program or effort. They naturally provide the human assistance that is required in any endeavor, and not on their own terms.

## **The Genius of Tenacity (T)**

This type is about ensuring that a given project, program or effort is taken to completion and achieves the desired result. People who have this genius push for required standards of excellence and live to see the impact of their work.

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