



# Working Genius Profile Overview

“The Six Types of Working Genius,” developed by Patrick Lencioni

## Introduction

**Discover the Gifts you bring to Work**

The Six Types of Working Genius assessment is the fastest and simplest way to discover your natural gifts and thrive at work.

This 10-minute assessment and custom report provides detailed insights about your areas of working genius, working competency and working frustration along with a robust application section that will help you leverage this information in your work, on your team and in your life.

## The Reward

When teammates better understand their own and their coworkers' relative areas of Genius, they are immediately more capable of doing five things:

1. Understanding why they have been successful or unsuccessful in past endeavors.
2. Avoiding making unfair and inaccurate judgments about one another's motivation.
3. Alleviating their own guilt about struggles they've had in work.
4. Making quick and concrete adjustments to their roles and responsibilities to better tap into one another's strengths and avoid one another's weaknesses.
5. Getting more done in less time.

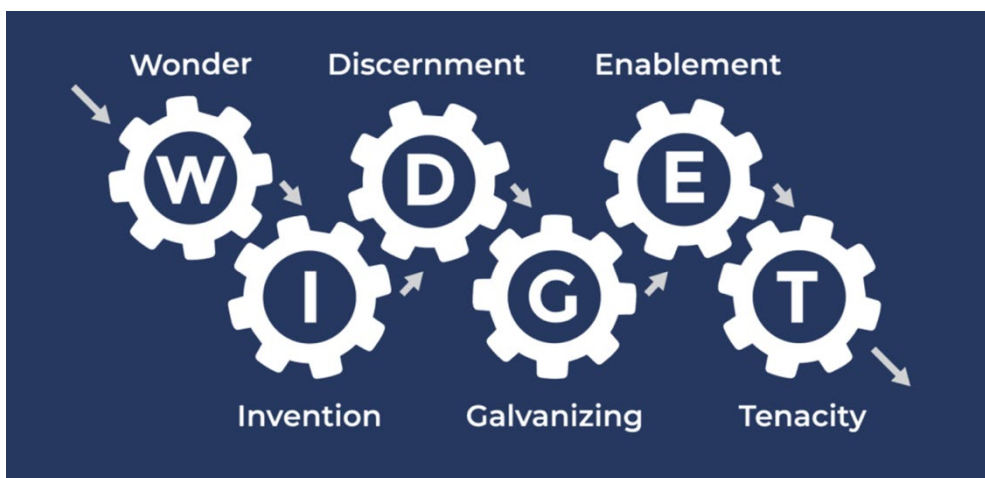
## The Model

### Six Types of Working Genius

Everyone has natural talents and gifts when it comes to work.

As it turns out, there are six different types of gifts that are required of any group of people trying to get something done.

- Two of those six types come naturally to you, meaning you are good at them and that they give you energy and joy. We call these your areas of **Working Genius**.
- Two of them are neither natural nor energizing for you, and most likely, you aren't particularly good at doing them. We call these your areas of **Working Frustration**.
- Finally, two types fall in between. You may do them fairly well but you don't derive great joy or energy from them. These are your areas of **Working Competency**.



**There are two fundamental ways that a team can be transformed by using The Six Types of Working Genius.**

**First**, individual team members can increase their productivity and morale by maximizing the time they spend in their areas of genius and minimizing the time they spend in their areas of frustration.

**Second**, a team can significantly increase the likelihood of success by ensuring that they have filled all six of the geniuses required to get something done.

**THE GENIUS OF WONDER**

The natural gift of pondering the possibility of greater potential and opportunity in a given situation.

**THE GENIUS OF INVENTION**

The natural gift of creating original and novel ideas and solutions.

**THE GENIUS OF DISCERNMENT**

The natural gift of intuitively and instinctively evaluating ideas and situations.

**THE GENIUS OF GALVANIZING**

The natural gift of rallying, inspiring and organizing others to take action.

**THE GENIUS OF ENABLEMENT**

The natural gift of providing encouragement and assistance for an idea or project.

**THE GENIUS OF TENACITY**

The natural gift of pushing projects or tasks to completion to achieve results.



**Consider how this data will help your team and organization, when everyone discovers their natural talents and gifts at work.**