

The 6 Types of Working Genius

“When human beings are **fully alive at work** - whether they are the founder, CEO, or the most recent hire - they are *more likely to contribute* to an organisation’s health, and help it avoid the perils of dysfunction.”

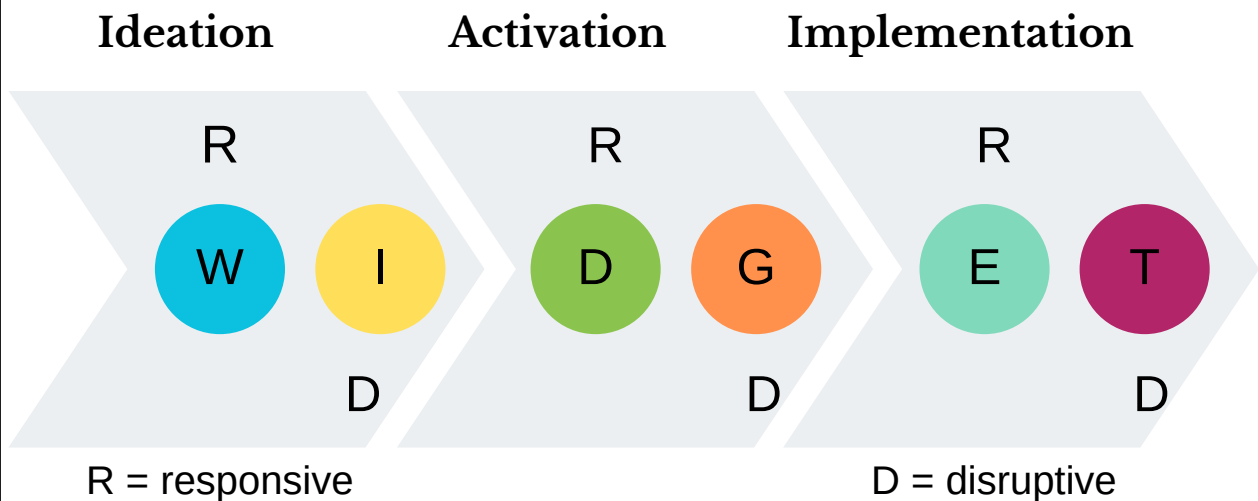
- Patrick Lencioni

The 6 Types of Working Genius

Introduction to the 6 Types of Working Genius

In the quest for building high-performing teams, it's crucial to **understand the different types of working styles and strengths** each person brings to the table. Patrick Lencioni's "6 Types of Working Genius" model offers a powerful framework for this. It helps leaders and their teams identify their natural gifts and areas where they thrive, as well as the activities that drain their energy. By aligning tasks with individual geniuses, teams can operate more efficiently and with greater satisfaction.

1. The Three Phases of work: Ideation / Activation / Implementation



2. We generally have 2 'Geniuses' - things we excel at and energise us; 2 'Competencies' - things we're OKAY at; and 2 'Frustrations' - things that drain us and that we struggle to do well at for very long.

By numbering the 'Geniuses' in order of our preference, we should be able to identify our Geniuses 1 & 1; our Competencies 3 & 4; and our Frustrations, 5 & 6.

The 6 Types of Working Genius:

- **Wonder (W):** The genius of pondering possibilities and asking the big, foundational questions. People with this genius are natural thinkers and visionaries who love to explore “what if?” scenarios.
- **Invention (I):** The genius of creating and innovating **new ideas**. Inventors are problem-solvers and creators who enjoy coming up with original solutions and building things from scratch.
- **Discernment (D):** The genius of evaluating and making **intuitive** judgments. These individuals excel at assessing ideas and situations, often relying on their **gut instincts** to determine what will work best.
- **Galvanizing (G):** The genius of rallying and **motivating others to take action**. People with this genius are natural cheerleaders and energizers who love to **inspire** and organize people around a cause or goal.
- **Enablement (E):** The genius of helping and **supporting** others to achieve their goals. These team members are eager to assist and enable others, making sure that plans are executed smoothly.
- **Tenacity (T):** The genius of **pushing** things through to completion. Individuals with this genius are driven by a need to see things finished, ensuring that projects reach the finish line, no matter the obstacles.

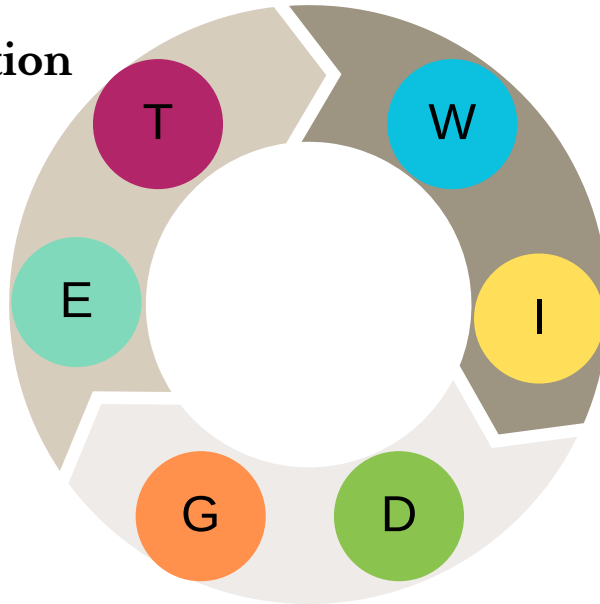
How to Use the Model:

Understanding your team’s unique mix of these geniuses can transform the way you work together. By recognizing each person’s strengths, leaders can assign tasks more effectively, reduce frustration, and boost overall productivity and morale. It’s about ensuring that everyone is working in their “zone of genius,” where they are most passionate and effective.

When leaders and teams embrace this model, they can better understand why certain projects succeed or stall, and they can take deliberate steps to ensure that everyone is contributing in a way that plays to their strengths.

How this maps onto a colour wheel / the Keys (CEES) Model:

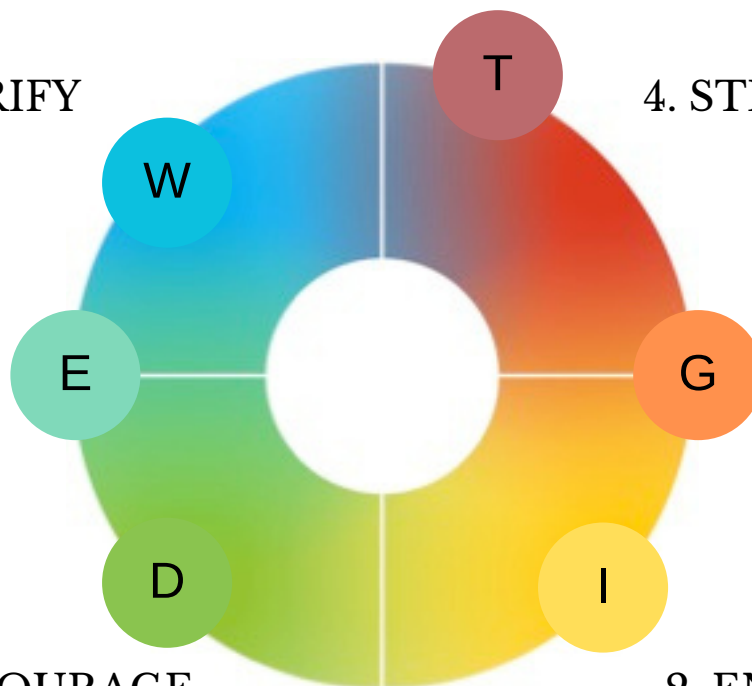
Implementation



Ideation

Activation

1. CLARIFY



4. STRETCH

3. ENCOURAGE

2. ENERGISE

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