

# Creative Thinking

**Module 3** Weekly Challenge

**HYPER ISLAND**

**3**

# INSTRUCTIONS

Once you’ve ranked your working geniuses in the three categories during the live session, talk with two people who know you and calibrate your results.

It would be interesting to play the other way around. What if these two people could do the exercise as well? You can orient them about each category and get them your impression.

Choose 2 working geniuses for each area	NATURAL GIFT	COMPETENCE	FRUSTRATION
YOUR NAME	2 AREAS	2 AREAS	2 AREAS
THE IMPRESSION ABOUT YOU - NAME PERSON 1			
THE IMPRESSION ABOUT YOU - NAME PERSON 1			

## ABOUT 6 WORKING GENIUS

Patrick Lencioni created a model that can help organizations place the right person in the right seat by assessing six types of genius. Once these types are identified, it becomes easier for organizations to reach their goals and help their team members achieve their potential.

The framework will help you identify their areas of “energizing” working genius, as well as your areas of “draining” weakness, and to put themselves in a position to **tap into and engage their genius more**.

None of us are good at all of them, and everyone is good at least two. Your challenge is to identify:

1. Your two working geniuses that come naturally, that are gifts. You're good at them and they energize and bring you joy;
2. Two working geniuses you are competent at, you can carry them out quite well, you may even excel at them but they don't bring you much joy or energy;
3. Two areas that are neither energizing nor joyful for you and that you are not particularly good at.



**READ:** Article on Medium, a quick straightforward read [here](#)



**WATCH:** “Pat” Lencioni explaining the 6 Working Genius [here](#)

Choose 2 working geniuses for each area	GENIUS TYPE NATURAL GIFT	GENIUS TYPE COMPETENCE	GENIUS TYPE FRUSTRATION
Eg: Peter	Wonder/Discernment	Invention/Galvanizing	Enablement/Tenacity

### The Genius of Wonder

People with this type of genius ponder about solving problems. They are always looking to improve things and help people reach their potential. They raise questions, but they don't have any idea about how to solve them. They are obsessed with untapped potential. They ask, "Why?" and "Why not?" a lot. They are driven by the idea that something is not right.

*Their motto: Let's think about it.*

### The Genius of Invention

This type of working genius is all about creativity. They take ideas from the first group and come up with workable solutions. They get energy by looking at an empty whiteboard, and they figure things out. They love coming up with new ideas and new solutions. This statement drives them, "I have an idea."

*Their motto: Let's figure it out.*

### The Genius of Discernment

This type of genius understands how to listen to their guts. They evaluate their ideas and situations by using their intuition. They are good at translating their intuition to decisions. They have a natural ability to evaluate solutions with limited information. They provide inventors with insight and knowledge. They are a feedback machine. They are curators of data without using a spreadsheet. They often say, "What about this?" Their motto: Let's do this, or let's not do this.

### The Genius of Galvanizing

This type of genius understands how to get people together. They take a great idea and move it forward. They inspire and organize others to take action. Most people describe this kind of working genius as initiators. They say, "If this is a good idea, let me get everyone moving in the right direction." Their motto: Let's move forward.

### The Genius Enablement

This type of genius knows the importance of helping the right people to do the right thing. They know how to connect and cooperate with others. You don't have to ask them to help you. They sense that you need help, and they show up and do the work. They are responders. They respond to the needs of others and help them discover their genius. Their motto: Let me help you get things done.

### The Genius of Tenacity

The world is full of people who start projects but fail to get things done. This group of people despises starting projects without finishing them. They get satisfaction with completed projects. Organizations that do not have this type of working genius struggle to finish projects. They have a To-do list, and they do not lose interest until the project is completed. Their motto: Let's complete this project.