

Pat Lencioni's

# 6 Working Genius

Self-assessment of personal areas of genius



We all have a super power,  
what's yours?





"If you want to be successful and fulfilled in your work, you must harness your gifts. That can only happen if you know what those gifts are."

**PATRICK LENCIONI**



## **The genie 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.***

## **El genio del discernimiento**

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 genie 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 Genie of 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.***

STEP 1 - individually

Reflect on your preferences at work and rank your 6 working geniuses beginning with your natural gifts, working through your competences and finally your geniuses that require effort and cause frustration.

 WORKING GENIUS			
Choose 2 geniuses for each area	Working genius NATURAL GIFT	Working genius COMPETENCE	Working genius EFFORT & FRUSTRATION
EXAMPLE Monica Flin	Enablement / Galvanizing	Discernment/Tenacity	Wonder / tenacity

# INSTRUCTIONS

**HYPER ISLAND**

Choose 2 geniuses for each area	Working genius NATURAL GIFT	Working genius COMPETENCE	Working genius EFFORT & FRUSTRATION
MY NAME:			

## STEP 2 - in pairs - 10 min

1

I would like to hear your perspectives and observations on my areas of genius

What do you think I am?"

2

Share the assessment of yourself

3

Reflect on the comparison: did you notice any similarities, differences, anything that surprised you?

**how was it**

