

THE 6 TYPES OF WORKING GENIUS, PART 1

When you identify your areas of working genius, as well as your areas of life-draining weakness, you put yourself in a position to tap into your natural gifts and are able to achieve more in every aspect of life.

Key Takeaways

Everyone has natural talents when it comes to work. According to Pat Lencioni, there are six different types of gifts that are required of any group of people trying to get something done.

These natural giftings, or working geniuses, fall in the following six categories:

- **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 a project.
- **The Genius of Tenacity:** the natural gift of pushing projects or tasks to completion to achieve results.

Everyone has two working geniuses that come naturally, two areas they struggle in and are, therefore, areas of working frustration, and two other areas that are in between our geniuses and our frustrations called areas of working competencies.

Organizations and teams that don't tap into the true genius of their members cannot come close to realizing their potential. They are left puzzled by their inability to achieve

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their goals. This often leads them to make inaccurate and hurtful judgments about one another and to feel unnecessarily guilty about their own shortcomings. As a leader, knowing your team composition and ensuring all areas are represented will lead to greater productivity and innovation.

Questions for Reflection or Team Discussion

1. Regarding these descriptions, do you naturally see people on your team with one particular working genius or another?
2. Are you leveraging the natural gifting in your team to achieve maximum productivity?
3. Have each team member take the “Working Geniuses” assessment. Once completed, identify which areas your team is lacking and discuss how to move toward ensuring strengths are being utilized by the members that possess them.

Resources Mentioned

[The Table Group’s Working Genius Assessment](#)