

Application Guide

THE 6 TYPES OF WORKING GENIUS, PART 2



BOTTOM LINE:

Knowing the strengths of each member of a team and aligning to those strengths can increase productivity, improve morale, and set your organization up for improved innovation and execution.

KEY TAKEAWAYS:

- Author Pat Lencioni identifies six natural giftings, or Working Geniuses, as follows:
 - **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
- Gaps emerge when teams lack one (or more) of these strengths, leading to a loss of insight and intuition. Failure to identify and close those gaps, can lead to suboptimization of work effort. For example, if your organization doesn't have someone with the genius of invention or wonder, it will struggle to develop original ideas.
- As you identify the Working Geniuses of your team, if you find it is unbalanced or missing a particular genius, consider restructuring and reorganizing projects, teams, or departments.
- Go beyond the now by leveraging assessments such as the six Working Geniuses during the hiring process. Doing so can help ensure teams stay strategically staffed with people well suited to their jobs.

QUESTIONS FOR REFLECTION OR TEAM DISCUSSION:

1. Does your current team structure account for its members' natural abilities? If not, are you willing to restructure the team?
2. Once you align a team according to its members' Working Geniuses, what checks and balances could you employ to ensure people don't fall back into previous roles?
3. Does a job candidate's natural abilities influence your hiring decision? What role should someone's "gifting" play in the employment and/or onboarding process?
4. What other assessment have you or others you know used to ensure people are working in their areas of strength?

RESOURCES MENTIONED:

[The Table Group's Working Genius Assessment](#) - Use code **ANDY** for 50 percent off.