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The 6 Types of Working Genius by Patrick Lencioni



The Genius of Wonder: the natural gift of pondering the possibility of greater potential and opportunity in a given situation.

The Genius 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 project.

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

My 2 Genius Types

(Work I love!)

- 1) _____
- 2) _____

My 2 Competencies

(Work I am okay at)

- 1) _____
- 2) _____

My 2 Frustrations

(Work that drains me)

- 1) _____
- 2) _____

What type of work brings you joy and energizes you?

What type of work do you dread? What work brings you down, depletes your energy?

Use your reflection to discern which of the 6 Types are your two top genius types, competent types, and frustrations. Fill them in the box next to the model above.

Does your current role provide opportunities to use your Genius most often each day? If not, what can you do to get more opportunities to work in your Genius zone?

The Assessment and Resources are at WorkingGenius.com