



1. WONDER identifies the need for improvement or change
2. INVENTION confirms the importance of that need, and generates an idea or solution
3. DISCERNMENT assesses the merit and workability of the idea or solution
4. GALVANIZING generates enthusiasm and action around the idea or solution
5. ENABLEMENT agrees to support and assist in the implementation of the idea or solution
6. TENACITY commits to ensuring that the idea or solution gets completed and that results are achieved

Personal Profile – Relating to the 6 Types

Working Genius (2)

- Energy, joy (really big), fulfillment, good at them – maintain for a long time
- This area of genius comes quite naturally to me and gives me energy and joy. I would be extremely happy if my job required me to do this often.

Working Competency (2)

- Can do it okay, maybe even well, but wouldn't want to do all the time
- I can operate within this area of genius fairly well. But it would eventually drain me of energy if I had to do it too often.

Working Frustration (2)

- Really drains, can't do well
- This area of genius frustrates and drains me, either because I'm not naturally good at it or because I just don't enjoy it. Or both.

The Six Working Geniuses – Patrick Lencioni (2021)

Six skills of getting any work done. Everyone has two geniuses. God-given talents.
More a productivity tool (80%) than a personality tool (20%). Applied to work and team.

Type 1 - The Genius of Wonder – you ponder and see potential (Responder to environment)

The gift of pondering the possibility of greater potential and opportunity in a given situation. Asks questions.

Wonderers are extremely comfortable and good at sitting in ambiguity, thinking deeply, and contemplating why things are the way they are (or aren't). They can't help but question whether the world could be better and are troubled by unmet potential. They don't necessarily know how to fix the problems they name; they just find the problems.

Type 2 - The Genius of Invention – you see ideas (Disruptor to bring change)

The gift of creating original and novel ideas and solutions.

Inventors have many, many, many ideas on how to solve problems. These creative people love a blank whiteboard and post-it notes are their best friends. They can brainstorm *all* the possible solutions to the Wonderer's problems. Which is the best? That's not necessarily their forte.

Type 3 - The Genius of Discernment – you assess ideas (Responder – evaluate ideas)

The gift of intuitively and instinctively evaluating ideas and situations.

Discerners have great instincts and intuition around the Inventor's ideas. They may not know why they think the way they do, but often a combination of logic, common sense, and the subtleties of human need guide their assessments. They have a natural and uncanny ability to assess whether something has the potential to work, and what adjustments might be necessary to make it successful. They do this by balancing practicality and common sense with emotional intelligence and intuition.

Type 4 - The Genius of Galvanizing – you rally others to act on ideas (Disruptor)

The gift of rallying, inspiring and organising others to take action.

The Galvanizer takes the Discerner's choice and has a unique ability to rally the troops. They energize people around an idea and inspire them to action. It is the Galvanizer that moves the idea forward. They are great at getting started.

Type 5 - The Genius of Enablement – you help to bring ideas to life (Responder)

The gift of providing encouragement and assistance for an idea or project.

The Enabler comes along side and allows people to get the work done. They are quick to offer help and support. If the Galvanizer gets people started, the Enablers allow them to execute. They are the helpers that can support and keep things moving.

Type 6 - The Genius of Tenacity – you push ideas to completion (Disruptor)

The gift of pushing projects or tasks to completion to achieve results.

The Tenacious push projects across finish lines. They get energy and joy from completing projects to a standard of excellence and that have the desired impact. The drive for completion, impact, and accomplishment is a natural and real gift.