

# What Is Working Genius?

A practical overview of the six types of Working Genius

The Working Genius model, developed by Patrick Lencioni, identifies the six types of work required for any project, initiative, or task to move from idea to completion. Understanding which types of work energize you — and which drain you — leads to greater productivity, less burnout, and stronger teams.

## The Six Types of Working Genius

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

**Invention.** The natural gift of creating original and novel ideas and solutions.

**Discernment.** The natural gift of intuitively and instinctively evaluating ideas and situations.

**Galvanizing.** The natural gift of rallying, inspiring, and organizing others to take action.

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

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

## Why It Matters for Your Team

When people spend most of their time working in their areas of Genius, they are more productive, more fulfilled, and less likely to burn out. When they're stuck operating in their areas of Frustration, the opposite happens — and the whole team feels it.

Find Your Genius™ helps leaders and teams identify each person's Working Geniuses, align roles and responsibilities accordingly, and dramatically improve clarity, execution, and morale.

## Ready to Get Started?

Schedule a discovery call to learn how Find Your Genius™ can help your leadership team or organization unlock its full potential.

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