

What Is Your Genius?

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Because many people do not understand their areas of working genius, they do not do the type of work that gives them happiness and energy. As a result, they find themselves in jobs that are draining and dispiriting. This leads to loss of confidence in themselves and a lack of enthusiasm for life. Also, individuals who do not tap into their true genius have difficulty realizing their potential.

Fortunately, all of that is avoidable. The solution is for everyone to identify their areas of working genius, as well as their areas of life-draining weakness, and to put themselves in a position to tap into their genius more and engage in their weakness less. (Patrick Lencioni, 2020)

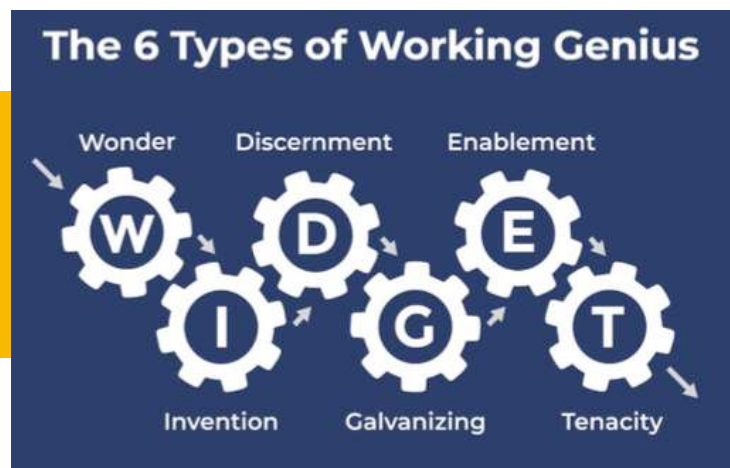
The overall purpose of the Working Genius model:

- Start the conversation about natural gifts
- Begins with respect and appreciation
- Provides a new perspective
- Enhances awareness
- Provides common language
- Increases productivity, fulfillment and effectiveness

Of note, this model is not intended to be in-depth, scientific or psychoanalysis. Rather, it is an interesting perspective and an excellent starting point for productive conversation and action.

Descriptions:

- Working Genius - natural, competent, derive energy and joy
- Working Competency - may/may not be natural, competent, do not derive great joy or energy
- Working Frustration - not natural, may/may not be competent, de-energizing



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Working Genius Ideation:

Genius of Wonder (W)

- The natural gift of pondering the possibility of intuitively and instinctively evaluating ideas and situations
- Allows a team to spend adequate time with uncertainty, dreaming, speculating, brainstorming, and contemplating what matters most

Genius of Invention (I)

- The natural gift of creating original and novel ideas and solutions
- Allows a team to stop revisiting the same problems again and again, generating novel solutions and ideas to that hard work brings about real benefits

Genius of Discernment (D)

- The natural gift of intuitively and instinctively evaluating ideas and situations
- Allows teams to evaluate ideas and programs, avoiding bad ones and tweaking good ones to bring about the best possible outcome

Genius of Galvanizing (G)

- The natural gift of rallying, inspiring and organizing others to act
- Allows a team to get those brilliant ideas and programs off the ground with adequate attention and mobilization

Genius of Enablement (E)

- The natural gift of providing encouragement and assistance for an idea or project
- Allows a team to have the support and volunteerism needed to move ideas and projects into the first stage of implementation

Genius of Tenacity (T)

- The natural gift of pushing projects or tasks to completion to achieve results
- Allows a team to finish well and realize the full impact of an idea or project in the world

If you are interested in exploring your working genius, please contact us at 414-273-8060 or info@lauber-partners.com.

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