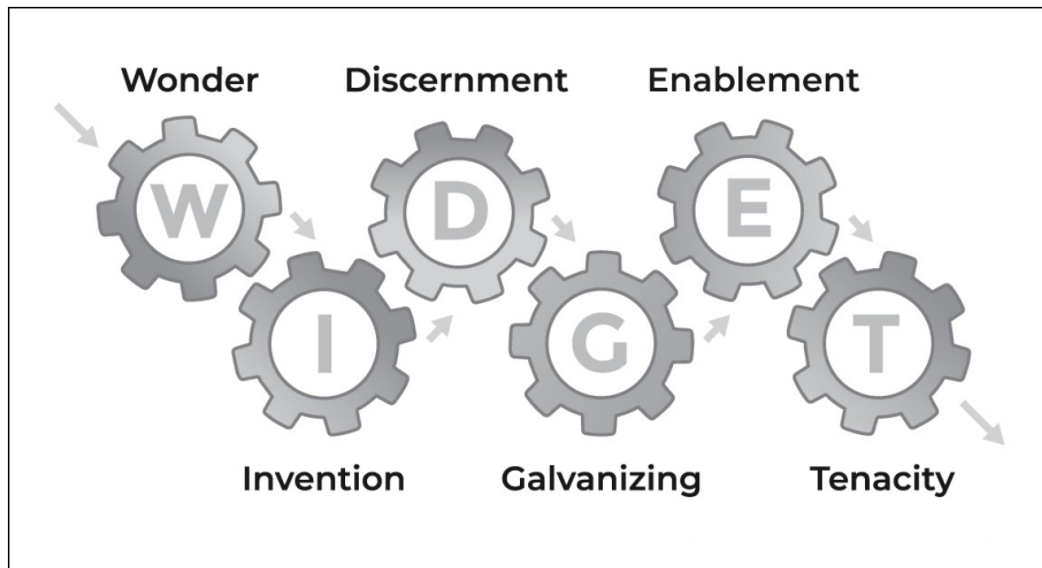




The Six Types of Working Genius



The Six Geniuses

Wonder: People with the Genius of Wonder love to speculate and question. They ask questions like why are things the way they are? Is there a better way? They love to sit in the ambiguity and imagine the possibilities. People with the Genius of Wonder help create the conditions for invention.

Invention: People with the Genius of Invention get joy from taking ideas and brainstorming solutions. They enjoy innovating from scratch and love a blank whiteboard or piece of paper with which they can brainstorm. Invention is the most commonly recognized “genius” but all six geniuses are needed to get work done.

Discernment: People with the Genius of Discernment have a natural ability to evaluate the workability of ideas. They are good curators of what’s going on around them and can recognize patterns. They know how to connect the dots and give people good feedback across a broad range of topics.

Galvanizing: People with the Genius of Galvanizing love to get things moving. They are great at pushing people out of their comfort zone and inspiring them to get started. They enjoy rallying people around an idea and getting them moving in the right direction.

Enablement: People with the Genius of Enablement are the ones who make things happen. They know how to help, when to help, and can flex to what needs to happen. People with the Genius of Enablement are people-oriented and want to help realize a vision. This genius provides the support needed to move solutions into the first stages of implementation.

Tenacity: People with the Genius of Tenacity are task-oriented and love to take things across the finish line. They ensure it’s going to have the impact it’s supposed to have and lives up to agreed-upon standards. They don’t respond to the emotional appeal of the galvanizer, but to the need to see the work completed. They get joy and energy from checking off a box on the “to do” list.