A Final Review of Your Results

This worksheet is designed to help you gain a more thorough understanding of the Six Types of Working Genius, as well as provide additional clarity in determining your final results.

Whether your results are extremely clear, or you feel they need to be re-evaluated, the information on the following six pages contains detailed descriptions of each Genius type along with some key phrases that will help you in the qualitative analysis.

Remember, the Working Genius Assessment is about identifying the gifts that give you energy and joy. Keep this in mind as you come to a final determination.

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Genius of Wonder

The Genius of Wonder involves pondering and asking questions, contemplating the reasons why things are the way they are. People with this genius derive joy and energy from thoughtfully observing the environment around them and wondering whether there might be a different or better way. Compared to other geniuses, Wonder is not the most observable genius, because it is a mostly internal process. However, almost every new initiative, program or project begins because someone wonders. The benefits of this genius include asking big questions, prompting people to consider assumptions that may need to be questioned, and challenging the status quo.

What people with the Genius of Wonder tend to think and say:

- "I just don't think this is the way it should be."
- "Are we asking the right question?"
- "I'm just not sure yet."
- "Maybe we should think about this a little more."

What others think and say about people with the Genius of Wonder:

- "She's always asking 'why?' and 'why not?'"
- "He's never quite satisfied with the way things are."
- "She's a deeper thinker than you know."
- "Uh, oh. He's off dreaming again."

Pondering the possibility of greater potential and opportunity in a given situation.

Consider the following statements below. Select which statement seems to resonate with you the most.

Working Genius:
This area of genius comes quite naturally to me and gives me energy and joy. I would be extremely fulfilled if my job required me to do this often.

☐

Working Competency:
I can operate within this area of genius fairly well. But it would eventually drain me of my energy if I had to do it too often.

☐

Working Frustration:
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.

☐

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Genius of Invention

The Genius of Invention is about coming up with novel ideas and solutions to solve problems and address issues. Invention involves creativity and original thinking, often with little direction. People with this genius are confident and inspired by a problem that has no apparent solution, and they derive energy and joy from getting the opportunity to take a first crack at coming up with a new idea. The benefits of this genius are generally well-understood in society, and include anything related to innovation, novel thinking, and original problem-solving.

What people with the Genius of Invention tend to think and say:

- "Hey, I've got an idea."
- "What about this?"
- "Here's something that might work for you."
- "Please let me try to come up with a solution for that."

Creating original and novel ideas and solutions.

What others think and say about people with the Genius of Invention:

- "Where does she come up with these ideas?"
- "He always has a new idea or solution, even if we don't ask for one."
- "She's so creative. She'll think of something new."
- "He's a genius."

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Genius of Discernment

The Genius of Discernment involves making good judgments relying on instinct and intuition across a wide variety of situations. It entails pattern recognition and integrative thinking, rather than expertise, knowledge, or data. As such, people with Discernment have a knack for and derive energy and joy from evaluating whether or not an idea is sound, or if it requires further tweaking and adjustments. The benefits of Discernment are many, even if they are somewhat difficult to pinpoint as a result of the intuitive nature of the gift. They include curating, evaluating, and identifying the best ideas, and avoiding the ones that aren't good or refining those that aren't yet ready.

What people with the Genius of Discernment tend to think and say:

- "Now, that's a great idea."
- "This isn't going to work."
- "Tell me more about your proposal; I think you're on to something."
- "I think I know what we need to change."

What others think and say about people with the Genius of Discernment:

- "Ask her. She always seems to have the best advice."
- "He has uncanny intuition. I trust his gut."
- "She'll know what's good or bad about your idea."
- "He has great judgment and taste when it comes to almost anything."

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Using your intuition and instincts to evaluate and assess ideas or plans.

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Genius of Galvanizing

The Genius of Galvanizing is about rallying and motivating people, often around projects, ideas or initiatives. People with the gift of Galvanizing derive joy and energy from inspiring and persuading others to take action to get things moving, even if it involves convincing them to rethink or change their plans. Galvanizing is relatively easy to identify as it is an observable and often public activity. The benefits of this genius include nurturing people's excitement about potential by building energy and momentum around a program or idea.

What people with the Genius of Galvanizing tend to think and say:

- "Come on everyone; this is a huge opportunity."
- "Let's get going."
- "Are we all on board with this?"
- "Does everyone here understand why we need to do this?"

What others think and say about people with the Genius of Galvanizing:

- "He's got so much energy and passion for what we're doing."
- "She can't hide her excitement."
- "He'll stir up momentum when we need it."
- "You can always count on her to get us going."

Rallying people and inspiring them to take action around ideas, projects or tasks.

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Working Competency:
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Genius of Enablement

The Genius of Enablement involves answering the call to action and seamlessly providing others with the unconditional support and assistance they need. People with this genius get energy and joy from providing others with the support they need to get something started, and by providing the human glue required to hold it together. Even though people with Enablement are often ideal team members, they sometimes discount the importance of their genius, mistakenly believing that they are simply amendable or "nice." The benefits of this genius include higher morale and greater interpersonal appreciation and support.

What people with the Genius of Enablement tend to think and say:

- "I've heard enough. I'm in."
- "Let me know how I can help."
- "This is exciting. Sign me up."
- "I want to help make this successful. What do you need?"

What others think and say about people with the Genius of Enablement:

- "She's the best team player we have."
- "I don't know what we'd do if he weren't part of this."
- "Whenever I need help, she's the first person I can count on."
- "He really knows how to help us make things happen."

Providing others with encouragement and assistance for projects and tasks.

Consider the following statements below. Select which statement seems to resonate with you the most.

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☐

Working Competency:
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Genius of Tenacity

The Genius of Tenacity is about execution. It involves getting things done, achieving results, and realizing the desired impact of a task or project. People with Tenacity derive real joy and energy from crossing tasks off a list and knowing that they met the standards for completion. They are also comfortable pushing through obstacles. The benefits of this genius revolve around making sure that goals are met and projects are completed on time, even when inevitable problems surface.

What people with the Genius of Tenacity tend to think and say:

- "This is going to get done."
- "We need to raise our standards here."
- "I'm concerned that we're not going to hit our deadline."
- "Here, let me do it."

What others think and say about people with the Genius of Tenacity:

- "I don't think he's ever missed a deadline."
- "She doesn't want to hear any excuses."
- "Don't get in his way. He's going to do whatever it takes to get it done."
- "Failure isn't a word in her vocabulary."

Pushing projects and tasks through to completion to ensure that the desired results are achieved.

Consider the following statements below. Select which statement seems to resonate with you the most.

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Your Final Determination

Now that you've taken the assessment and learned more about the characteristics of each Genius, complete your final determination below.

Rank all Six Types by listing each Genius under the category that you feel is most appropriate for you. Consider how each type of work gives you energy and joy, and avoid thinking too much about skill or talent.



Working Genius

(my most natural, energizing, and joyful areas of genius)

_____

_____



Working Competency

(my areas of reasonable capability and/or moderate satisfaction)

_____

_____



Working Frustration

(my areas of drudgery and/or low competence)

_____

_____

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