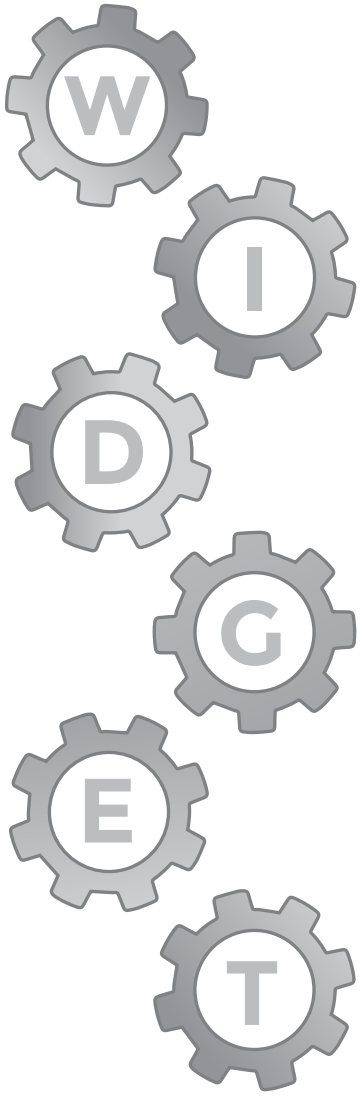
Team Map

Wonder

Genius	Frustration

Invention

Genius	Frustration



Discernment

Genius	Frustration

Galvanizing

Genius	Frustration

Enablement

Genius	Frustration

Tenacity

Genius	Frustration

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USE WORKING GENIUS AS A TEAM

Teams that embrace this model can experience greater levels of trust, increase morale and productivity, have better meetings, and become more successful in hiring the right people.

Four steps to using Working Genius as a team:

STEP 1: Have everyone take the Working Genius Assessment (10 minutes).

STEP 2: Sit down together to reveal your results to one another (15 – 30 minutes).

- Have everyone highlight the areas of the report that were particularly insightful and convicting for them.
- Have them also read the description of their Working Genius Pairings.
- For additional discussion, prompt the following questions; Where in your current job are you able to contribute using your geniuses? Where in your current job are you experiencing exasperation or burnout?

STEP 3: Review the Team Map which presents the collective results of your Working Genius Assessments. The Team Map displays a snapshot of each member's Working Genius and Working Frustration. From this map, you'll be able to identify areas of strength for the team, and gaps that might explain challenges you've experienced in the past. The Team Map will also help you identify opportunities to make adjustments that will lead to increased productivity and fulfillment. See page 10 for a sample Team Map and analysis (15 – 30 minutes).

STEP 4: Discuss how you might reorganize your roles to leverage one another's Working Geniuses, and reduce time spent in your areas of frustration. Consider "borrowing" people from other departments, or even hiring new people, to address areas where you lack necessary genius (30 – 60 minutes).

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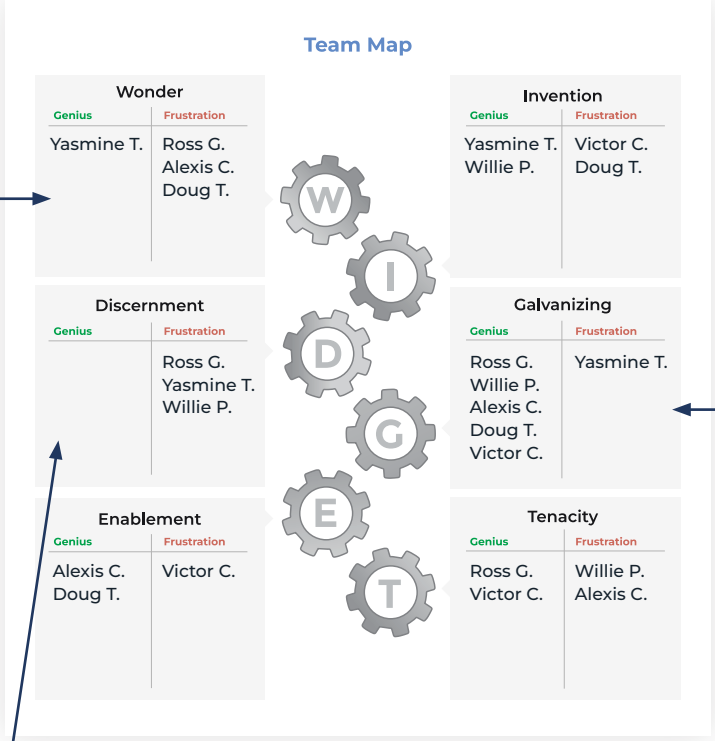
Analyzing a Team Map

Here are a few questions to get you started:

1. What are our team's strengths?
2. What are our team's gaps?
3. How does this team map explain past failures and/or successes of the team?
4. Is there anything we should adjust or reconsider about our next project or priority to maximize our effectiveness?

With only one member having the Genius of Wonder and three with it as a frustration, this team needs to ensure they are making time to ask the right questions and identifying the right problems before moving to action.

This team should ask:
- Are we tapping into Yasmine's gift for our projects and initiatives?
- Are we really solving for the right problems?



This team has a strong representation in Galvanizing. They know how to stir up energy and momentum but need to be careful to not rally others around the wrong initiatives.

This team should ask:
- In the past, have we galvanized ideas that we had not fully discerned?
- Do we keep stirring up energy around the same ideas and initiatives without taking the time to wonder or invent?
- How do we ensure that we focus our gift of Galvanizing around only our most important initiatives?

This team lacks Discernment and may have trouble evaluating, refining, or selecting the right ideas.

This team should ask:
- How does a lack of Discernment explain past frustrations or failure?
- How can we ensure ideas and initiatives are properly vetted before we start implementing?
- Can we hire or borrow someone with this genius to help us with our decision-making?

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