



— THE 6 TYPES OF —  
Working Genius®

with

**Wrenn Awbrey**, M. Ed.

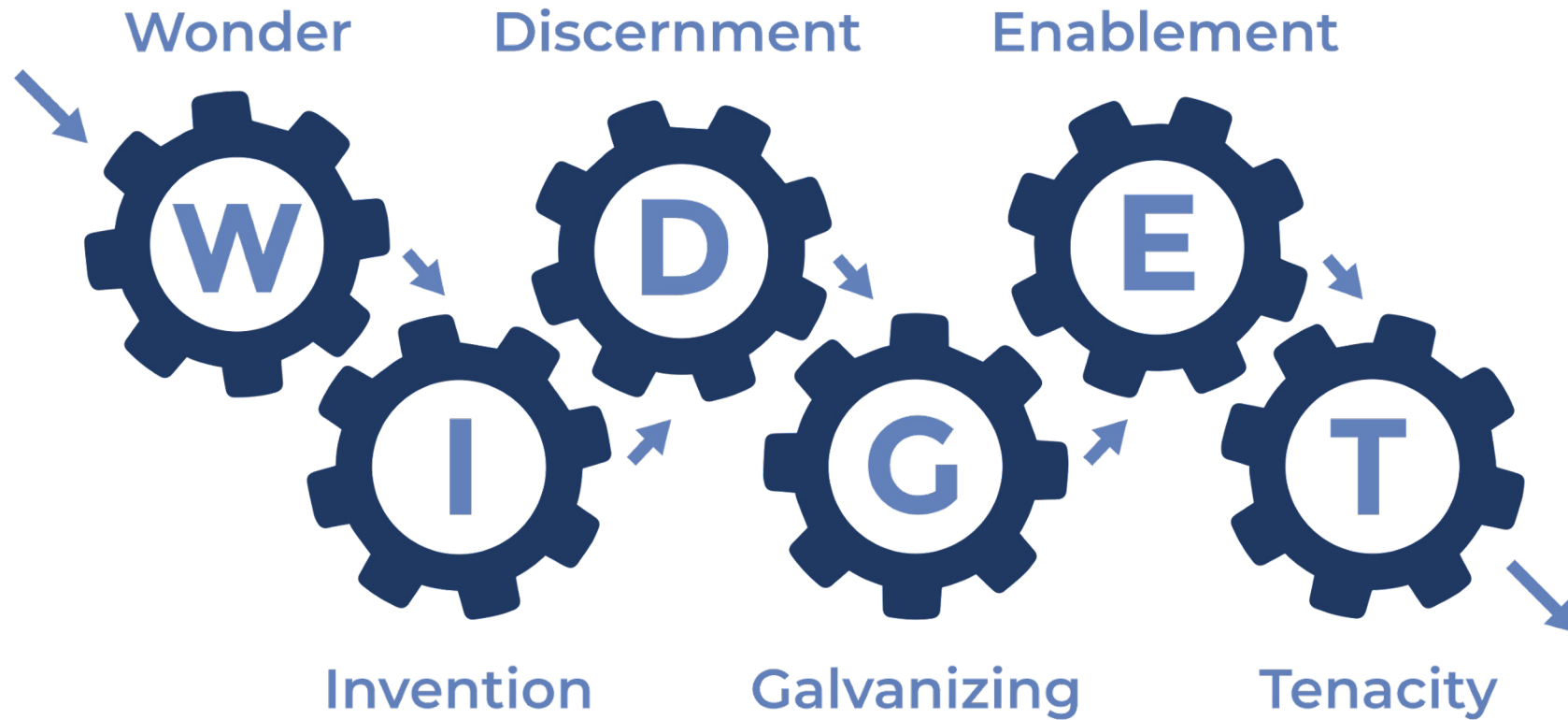
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and

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*President & Chief Operating Officer, GreenCourt*

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# Genius Categories

 **Working Genius**

 **Working Competency**

 **Working Frustration**

## **WORKING GENIUS:**

Your areas of Working Genius are **Invention** and **Discernment**.



You are naturally gifted at and derive energy and joy from creating original and novel ideas and solutions.



You are naturally gifted at and derive energy and joy from using your intuition and instincts to evaluate and assess ideas or plans.

## **WORKING COMPETENCY:**

Your areas of Working Competency are **Wonder** and **Galvanizing**.



You are capable of and don't mind pondering the possibility of greater potential and opportunity in a given situation.



You are capable of and don't mind rallying people and inspiring them to take action around ideas, projects or tasks.

## **WORKING FRUSTRATION:**

Your areas of Working Frustration are **Tenacity** and **Enablement**.

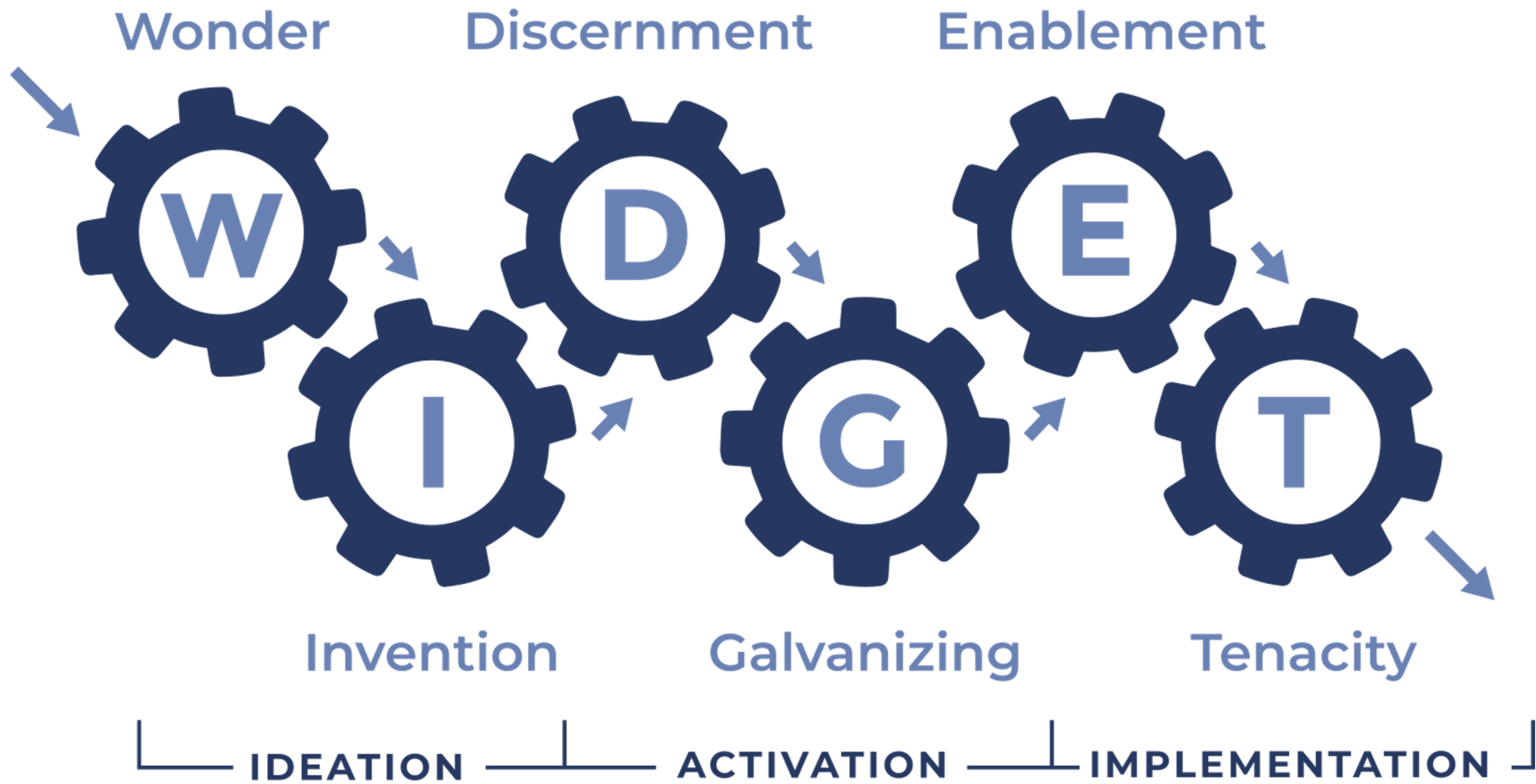


You *aren't* naturally gifted at and don't derive energy and joy from pushing projects and tasks through to completion to ensure that the desired results are achieved.

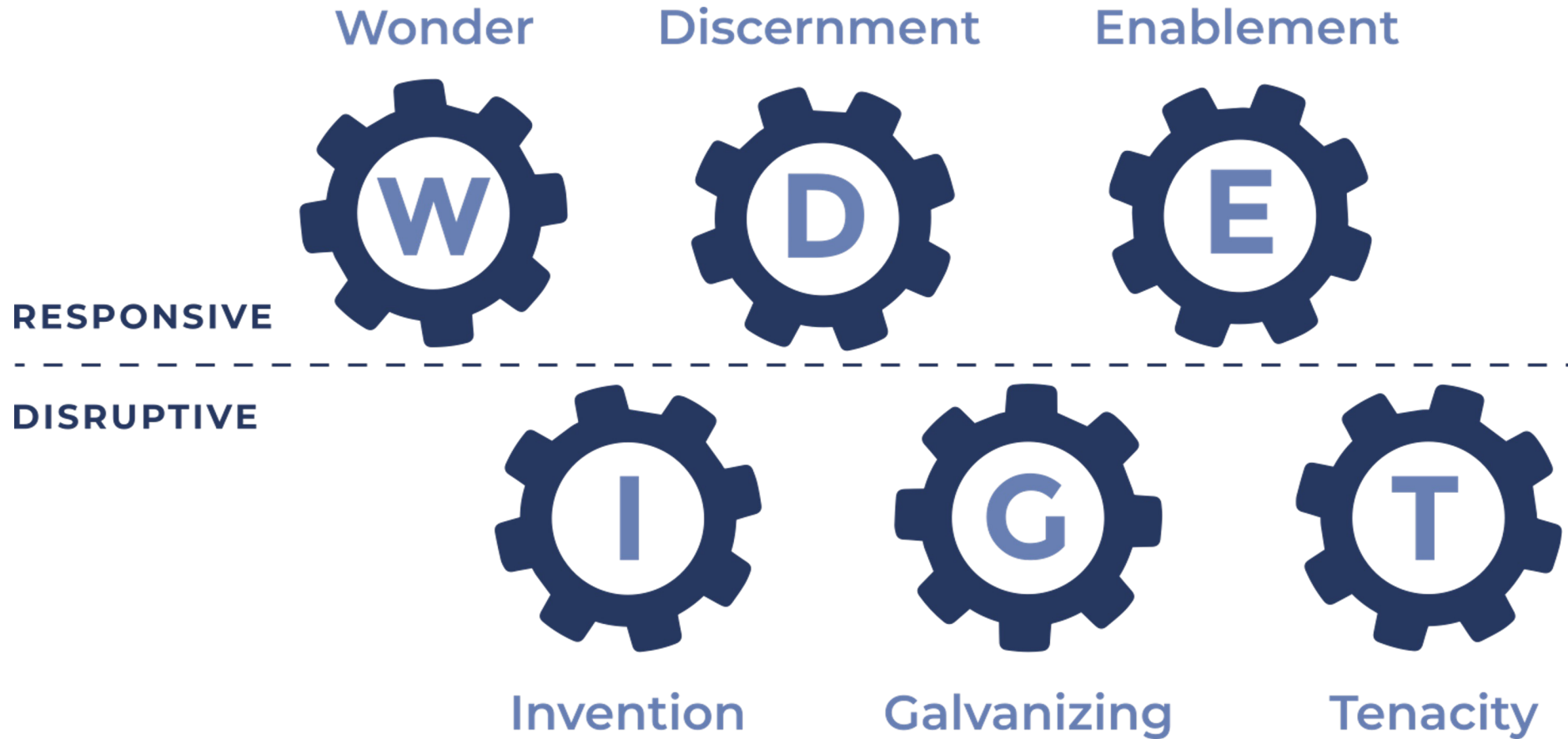


You *aren't* naturally gifted at and don't derive energy and joy from providing others with encouragement and assistance for projects and tasks.

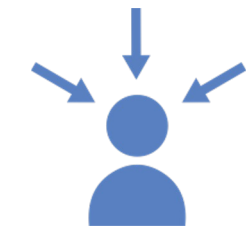
# Three Stages of Work



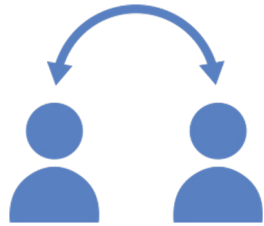
# Responsive vs Disruptive



# Guilt and Judgment

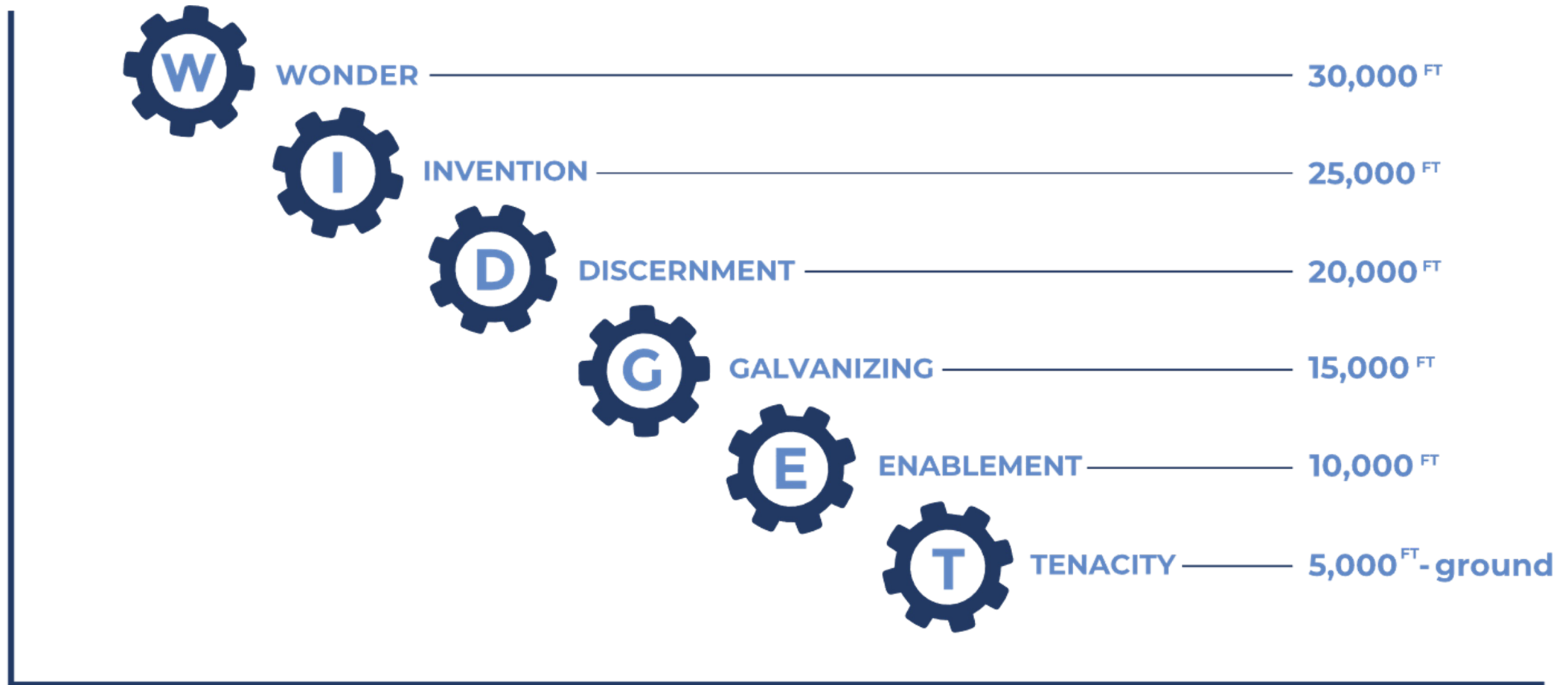


Self



Others – Fundamental Attribution Error

# The Altitude of Geniuses



## STAGES OF WORK

## RESPONSIVE VS DISRUPTIVE

## THE 6 TYPES

## ALTITUDE

### IDEATION



#### WONDER

- Identifies the need for change
- Responds to the environment
- Steady energy

30,000<sup>FT</sup>

### ACTIVATION



#### INVENTION

- Generates ideas and solutions
- Disrupts the status quo
- Bursts of energy

25,000<sup>FT</sup>

#### DISCERNMENT

- Assesses workability of ideas
- Responds to and refines ideas
- Steady energy

20,000<sup>FT</sup>

### IMPLEMENTATION



#### GALVANIZING

- Inspires and pushes to action
- Disrupts comfort zones
- Bursts of energy

15,000<sup>FT</sup>

#### ENABLEMENT

- Helps move things forward
- Responds to need
- Steady energy

10,000<sup>FT</sup>

#### TENACITY

- Ensures successful results
- Disrupts by imposing standards and plans
- Bursts of energy

5,000<sup>FT</sup>  
to ground





# Genius Misconceptions

|                    |                                                                                                                                                                                                                                                                                                 |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>WONDER</b>      | <b>Wonder slows things down.</b> Wonder may feel slow in the moment, but pace is just as important as direction. Wonder impacts direction and ensures you identify and solve for the right problems.                                                                                            |
| <b>INVENTION</b>   | <b>Only Inventors are creative.</b> It is true that inventors are especially creative in coming up with new and novel ideas or solutions. They also get joy and energy from that work. But all geniuses have the capacity for creativity and can participate in brainstorming in their own way. |
| <b>DISCERNMENT</b> | <b>Discerners are always right.</b> It's more accurate to say that discerners are energized by helping to vet or refine ideas since they have strong gut instincts. ID loops + healthy ideological conflict are critical to arrive at the best decision.                                        |
| <b>GALVANIZING</b> | <b>Galvanizing is just cheerleading.</b> Galvanizing done well, and regularly, connects people to what's most important or what's at stake. Galvanizers drive people to move forward with higher degrees of motivation and clarity.                                                             |
| <b>ENABLEMENT</b>  | <b>Enablement is the only helping Genius.</b> While all geniuses can "help" at different stages of work, they tend to do it through the lens of their own genius. In contrast, people with Enablement have a propensity to anticipate other's needs and help on their terms.                    |
| <b>TENACITY</b>    | <b>Tenacity is always detail oriented.</b> Tenacity isn't just checking a box or perfectly covering every detail. It's about taking an idea, project or plan and seeing it through to completion, all while ensuring it meets the intended standards and quality.                               |

# Individual Applications



Job/Career Planning

Employee Development

Job Adjustments

# Team Benefits

The slide features a dark blue header with the title 'Team Benefits' in white. The background is white with faint, light gray gear graphics on the left and top right sides.

Allows us to tap into one another's talents

Changes how we staff projects

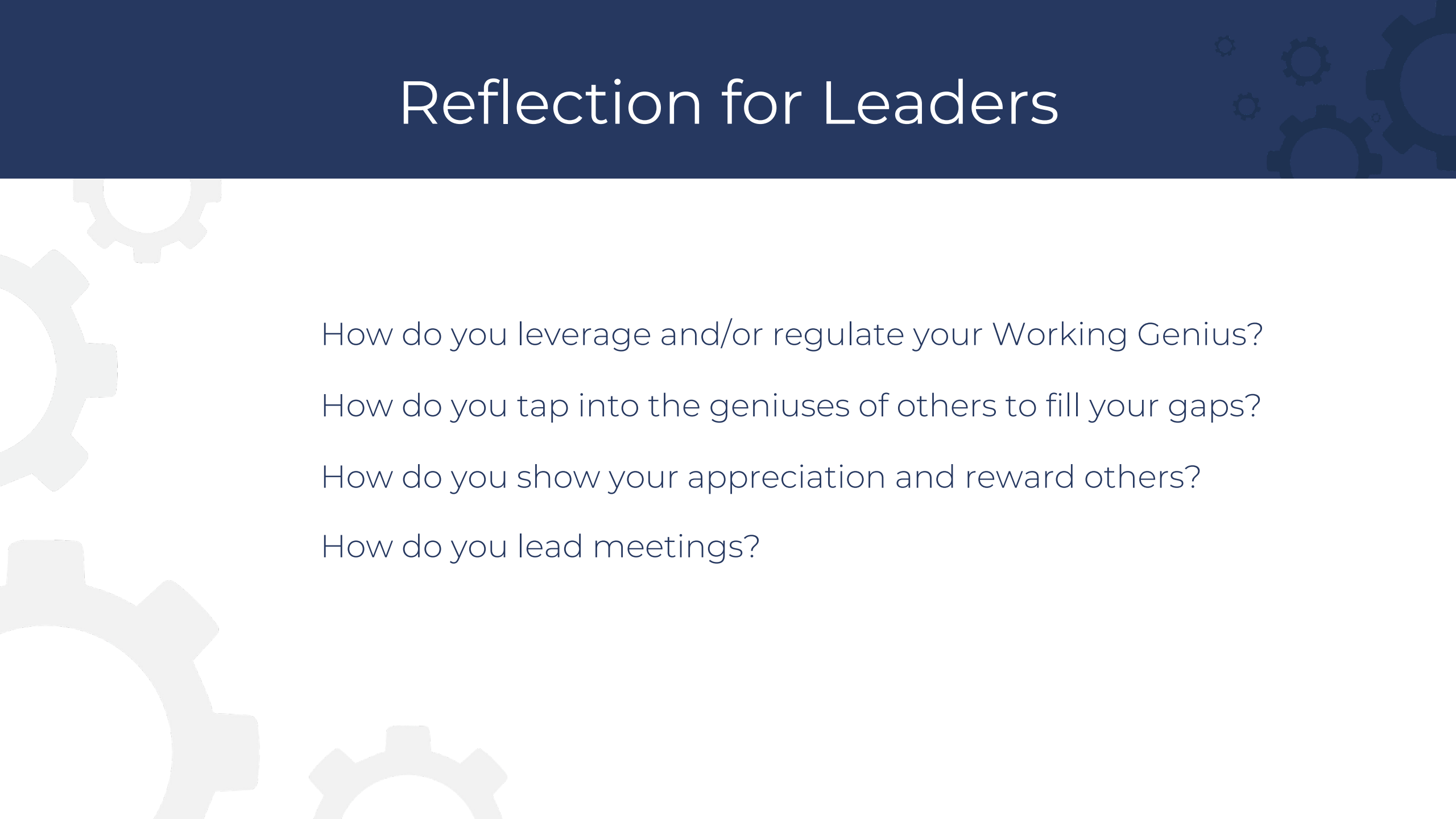
Creates a common language for the team

Provides a framework for innovation and work

Reduces guilt and judgment

Improves productivity and morale

# Reflection for Leaders

The slide features a dark blue header with the title 'Reflection for Leaders' in white. The background is white with faint, light gray gear graphics on the left and top right sides.

How do you leverage and/or regulate your Working Genius?

How do you tap into the geniuses of others to fill your gaps?

How do you show your appreciation and reward others?

How do you lead meetings?

# Productive Meetings



Brainstorm or Offsite

Solutions Oriented or Ad Hoc Strategic

Rally and Tactical or Weekly Staff Meeting

Task Oriented or Daily Standup

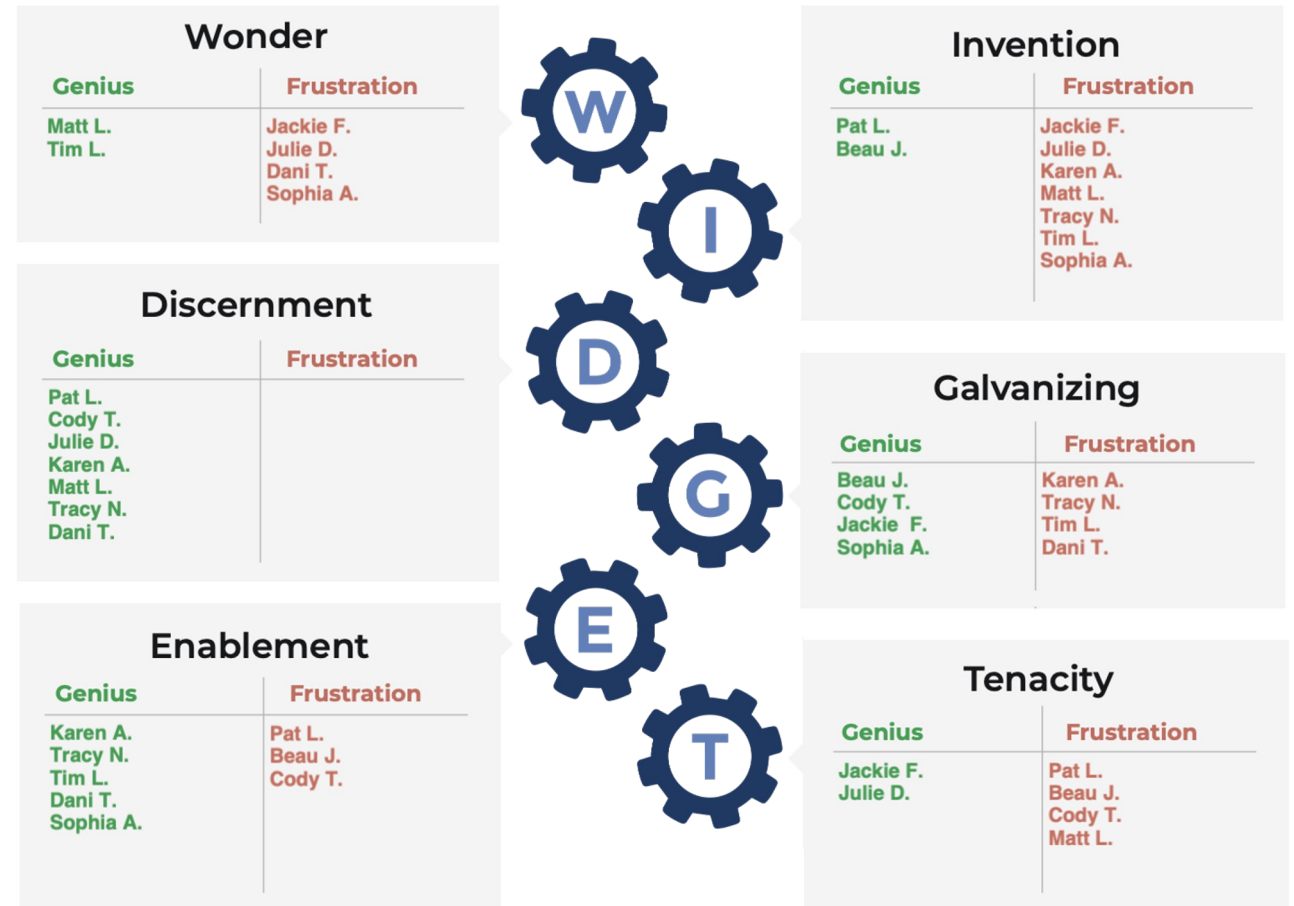
# Team Map

Who is the leader?

What are the team's strengths?

What are the team's weaknesses?

Do we need to adjust or  
rethink roles on the team?



# Missing and Misusing Genius

|  <b>MISSING</b><br>Skipped, Overlooked,<br>or Ignored                                                                                                          | WORKING GENIUS                                                                                                                                                                                       |  <b>MISUSING</b><br>Overuse, Out of Order,<br>or in Isolation                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Fails to identify opportunities, problems, or potential</li> <li>• Lacks curiosity and concern for unmet needs</li> </ul>                                                                               |  <b>WONDER</b><br>Sees untapped potential or possibilities and identifies the need for improvement or change      | <ul style="list-style-type: none"> <li>• Overthinks possibilities and can risk not taking action</li> <li>• Reopens previously closed conversations and decisions, causing frustration on the team</li> </ul>            |
| <ul style="list-style-type: none"> <li>• Revisits the same problems repeatedly with little progress</li> <li>• Gets caught in status quo and lacks "outside the box" thinking to allow for innovation</li> </ul>                                 |  <b>INVENTION</b><br>Generates novel and innovative ideas or solutions                                            | <ul style="list-style-type: none"> <li>• Creates solutions to problems that don't exist</li> <li>• Brings up new ideas or solutions after team has moved to implementation</li> </ul>                                    |
| <ul style="list-style-type: none"> <li>• Implements inadequate or ineffective ideas/solutions that have high rates of failure</li> <li>• Overly reliant on data to make decisions that are best made using judgement or gut instincts</li> </ul> |  <b>DISCERNMENT</b><br>Sees patterns/trends and uses intuition to assess and refine the ideas or solutions        | <ul style="list-style-type: none"> <li>• Ignores other's judgment and can dismiss ideas without sensitivity</li> <li>• Gets caught in analysis paralysis and can be slow to make decisions</li> </ul>                    |
| <ul style="list-style-type: none"> <li>• Falls short in acting on ideas that seem promising</li> <li>• Struggles to generate support/momentum around initiatives</li> </ul>                                                                      |  <b>GALVANIZING</b><br>Rallies people to get on board, instigates energy and momentum around the plan or solution | <ul style="list-style-type: none"> <li>• Oversells the idea or solution, often missing cues that others aren't on board</li> <li>• Spins up energy and momentum around the wrong ideas or initiatives</li> </ul>         |
| <ul style="list-style-type: none"> <li>• Lacks collaboration, leaving initiatives to wilt or wither</li> <li>• Fails to anticipate needs or volunteer to help</li> </ul>                                                                         |  <b>ENABLEMENT</b><br>Anticipates needs and supports implementation of the idea or solution                     | <ul style="list-style-type: none"> <li>• Overcommits and can say "yes" to too many people/projects</li> <li>• Overvalues keeping people appeased instead of focusing on the main objective</li> </ul>                    |
| <ul style="list-style-type: none"> <li>• Lacks discipline to finish projects or meet standards</li> <li>• Loses energy and focus, and moves on to next shiny object or emergency</li> </ul>                                                      |  <b>TENACITY</b><br>Drives projects and tasks to completion and ensures desired results are achieved            | <ul style="list-style-type: none"> <li>• Rushes right to tactics and execution before an idea or initiative is fully explored</li> <li>• Overemphasizes completing projects at the expense of others/the team</li> </ul> |

# 5 Signs of Success

## **Teams using Working Genius successfully do 5 things:**

1. Integrate the Working Genius vocabulary regularly
2. Know their geniuses and frustrations, which increases productivity and trust
3. Reference the Altitude of Geniuses to orient meetings, projects, and conversations
4. Tap into one another's geniuses
5. Use the model to inform hiring needs and job descriptions



Thank You!

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