

Geniuses at Work

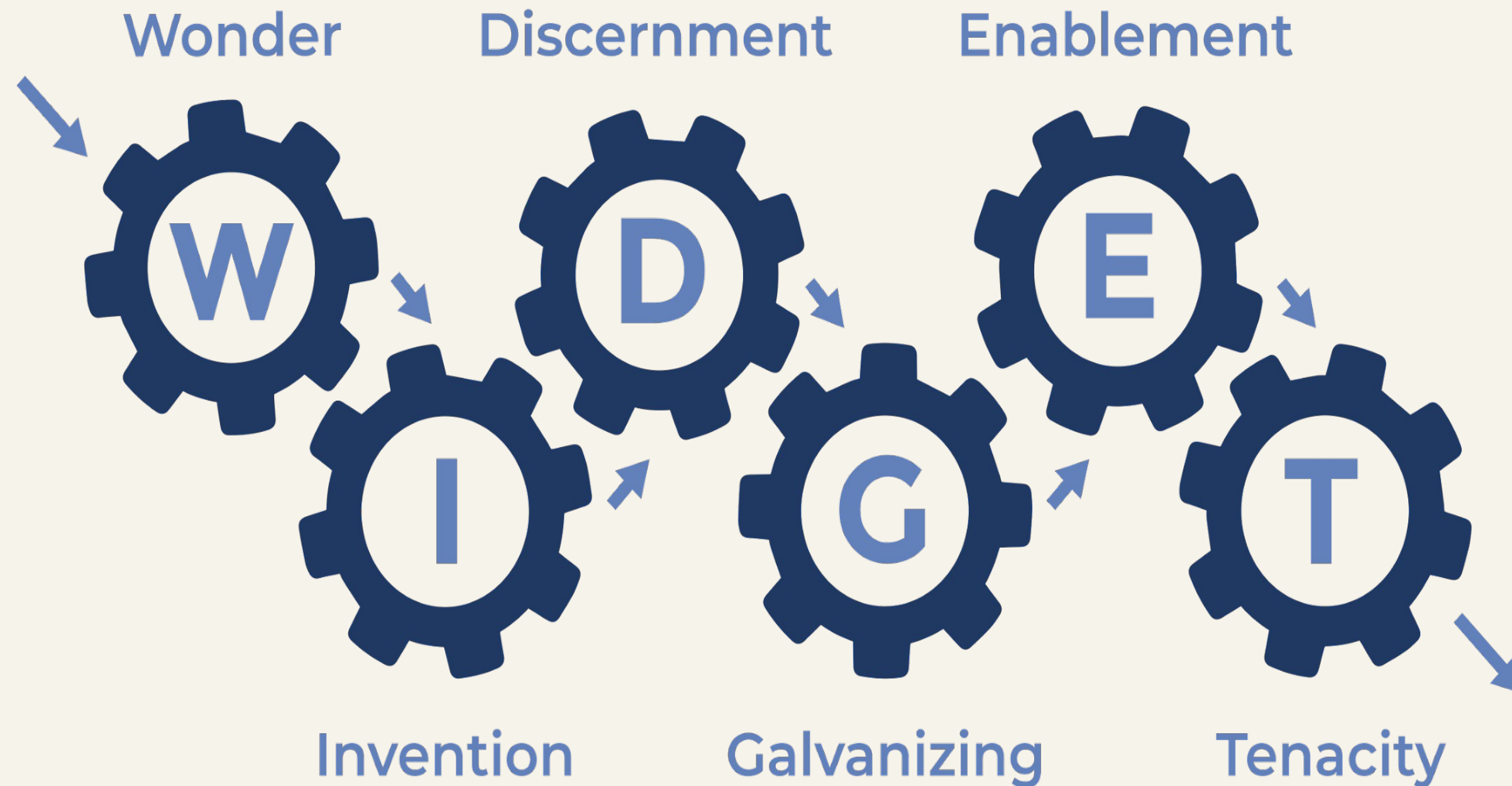
With

Charles Smith and Wrenn Awbrey





The 6 Types of Working Genius



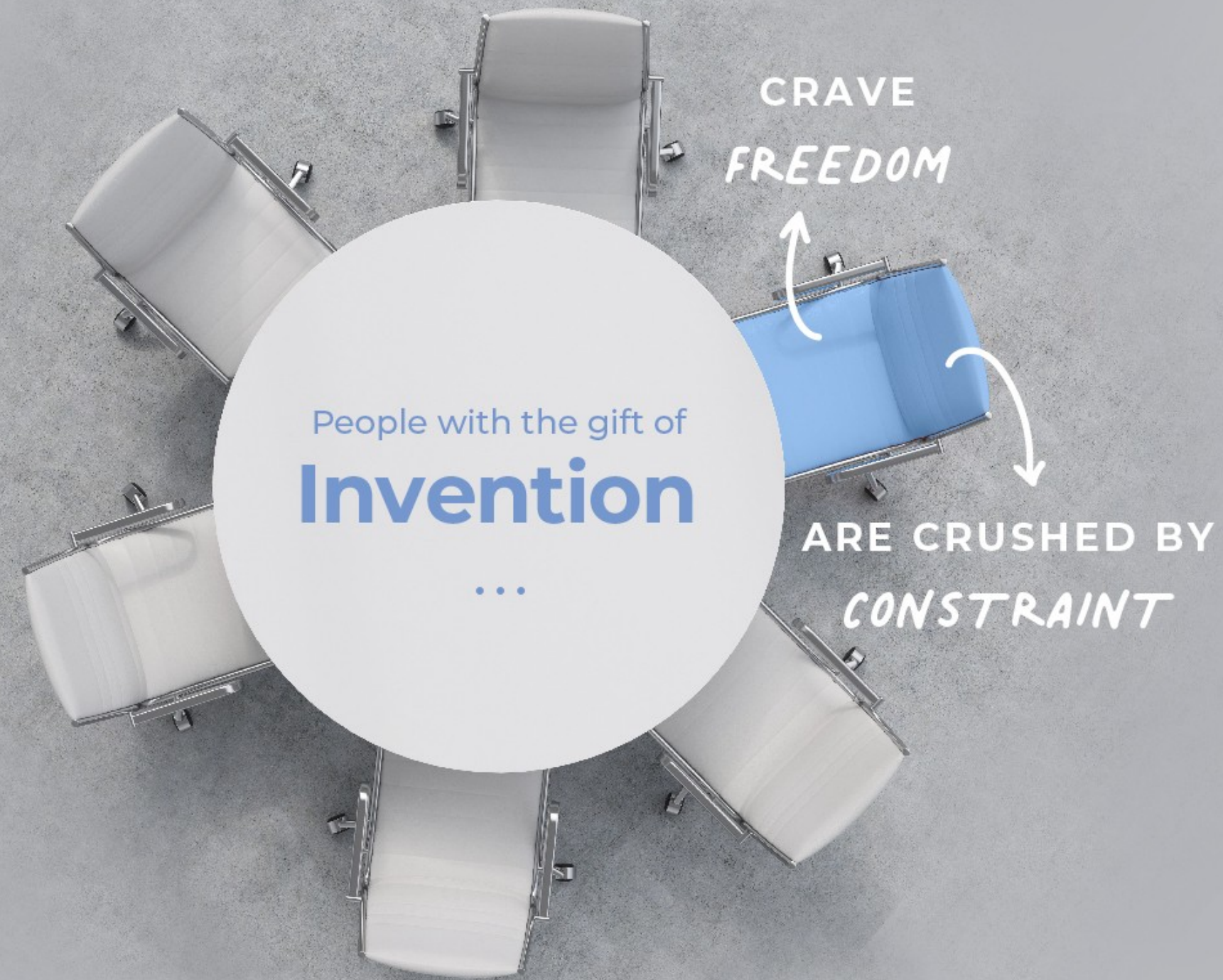


CRAVE
CONSIDERATION

ARE CRUSHED BY
"WHO CARES?"

People with the gift of
Wonder

...





People with the gift of
Discernment

...

CRAVE
TRUST

ARE CRUSHED BY
"PROVE IT."



People with the gift of
Galvanizing

...

CRAVE
REACTION

ARE CRUSHED BY
APATHY



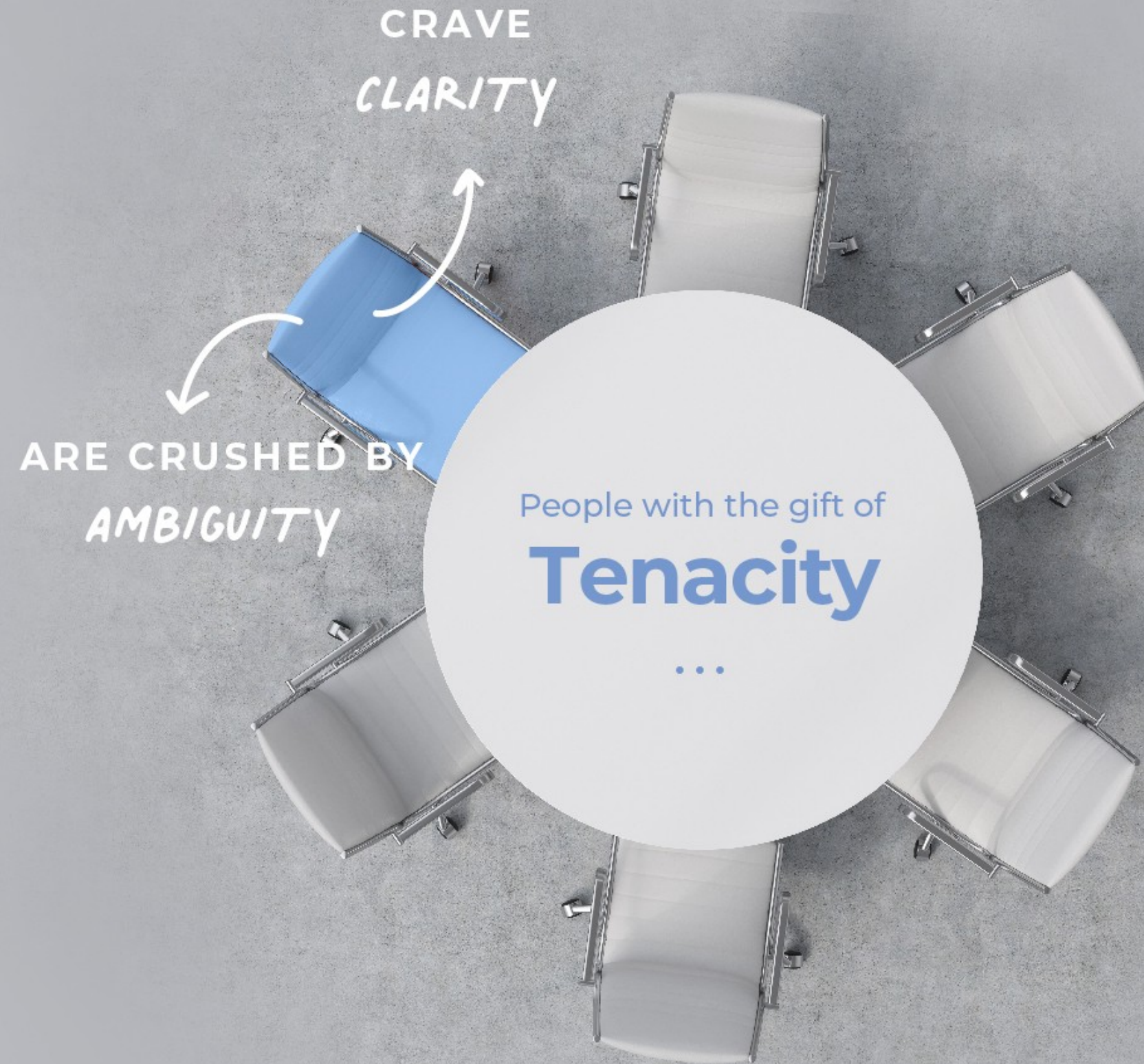


CRAVE
APPRECIATION



ARE CRUSHED BY
BEING OVERLOOKED

People with the gift of
Enablement
...





Three Categories of Geniuses



Working Genius



WORKING GENIUS:

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



You are naturally gifted at and derive energy and joy from pondering the possibility of greater potential and opportunity in a given situation.



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



Working Competency



WORKING COMPETENCY:

Your areas of Working Competency are **Discernment** and **Tenacity**.



You are capable of and don't mind using your intuition and instincts to evaluate and assess ideas or plans.



You are capable of and don't mind pushing projects and tasks through to completion to ensure that the desired results are achieved.



Working Frustration



WORKING FRUSTRATION:

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



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

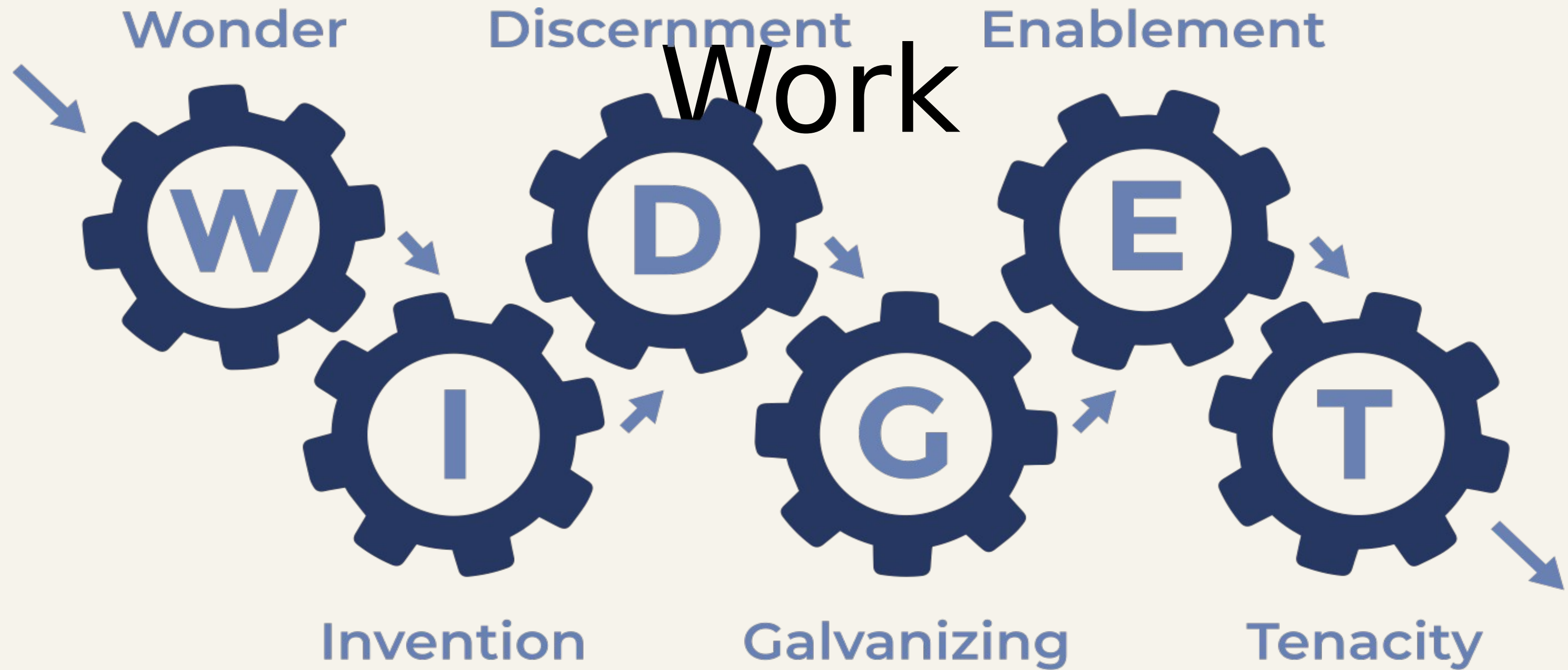


You aren't naturally gifted at and don't derive energy and joy from rallying people and inspiring them to take action around ideas, projects, or tasks.



Three Stages of

Work

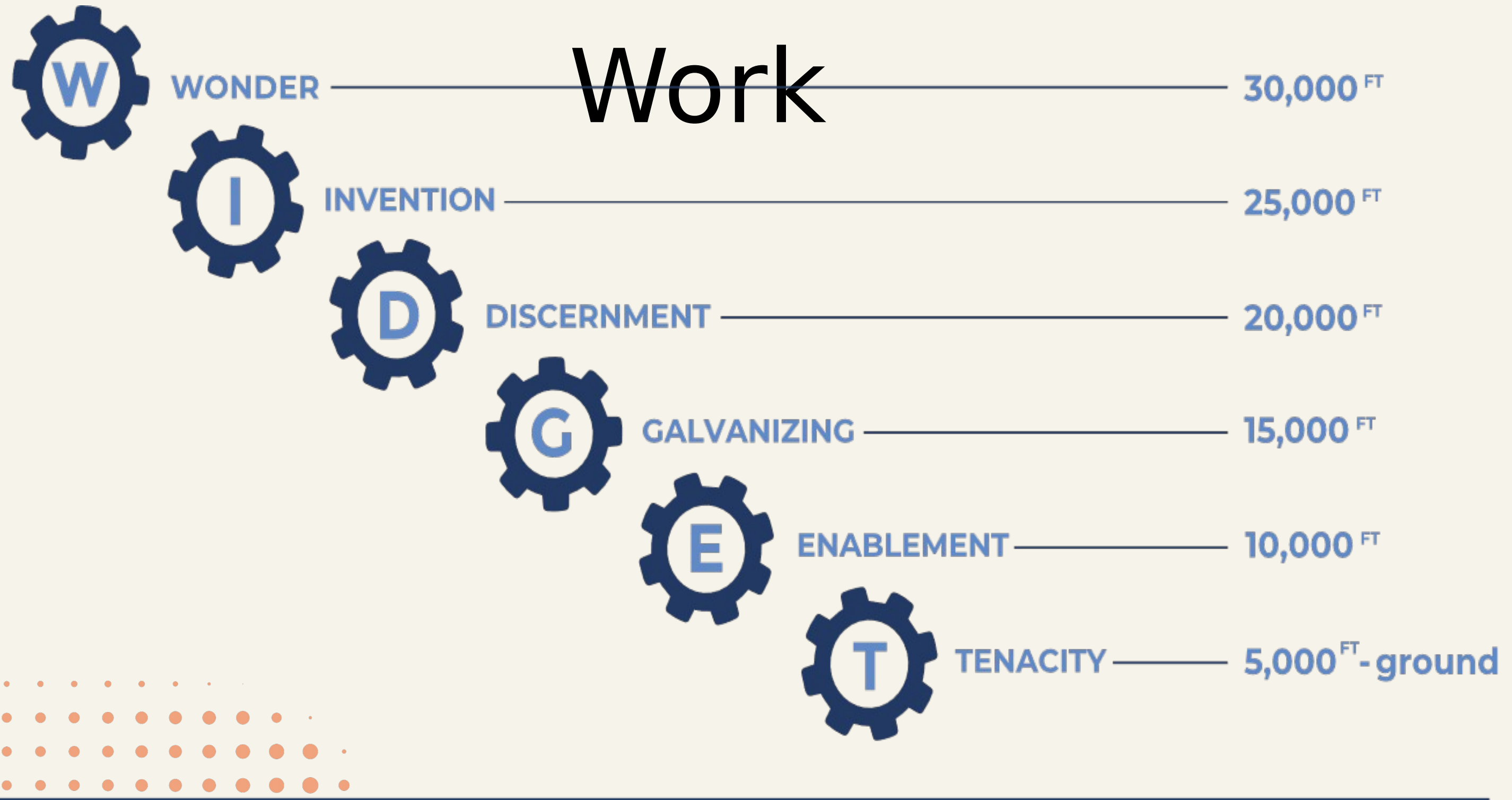


┌ IDEATION ─┬─ ACTIVATION ─┬─ IMPLEMENTATION ─┐



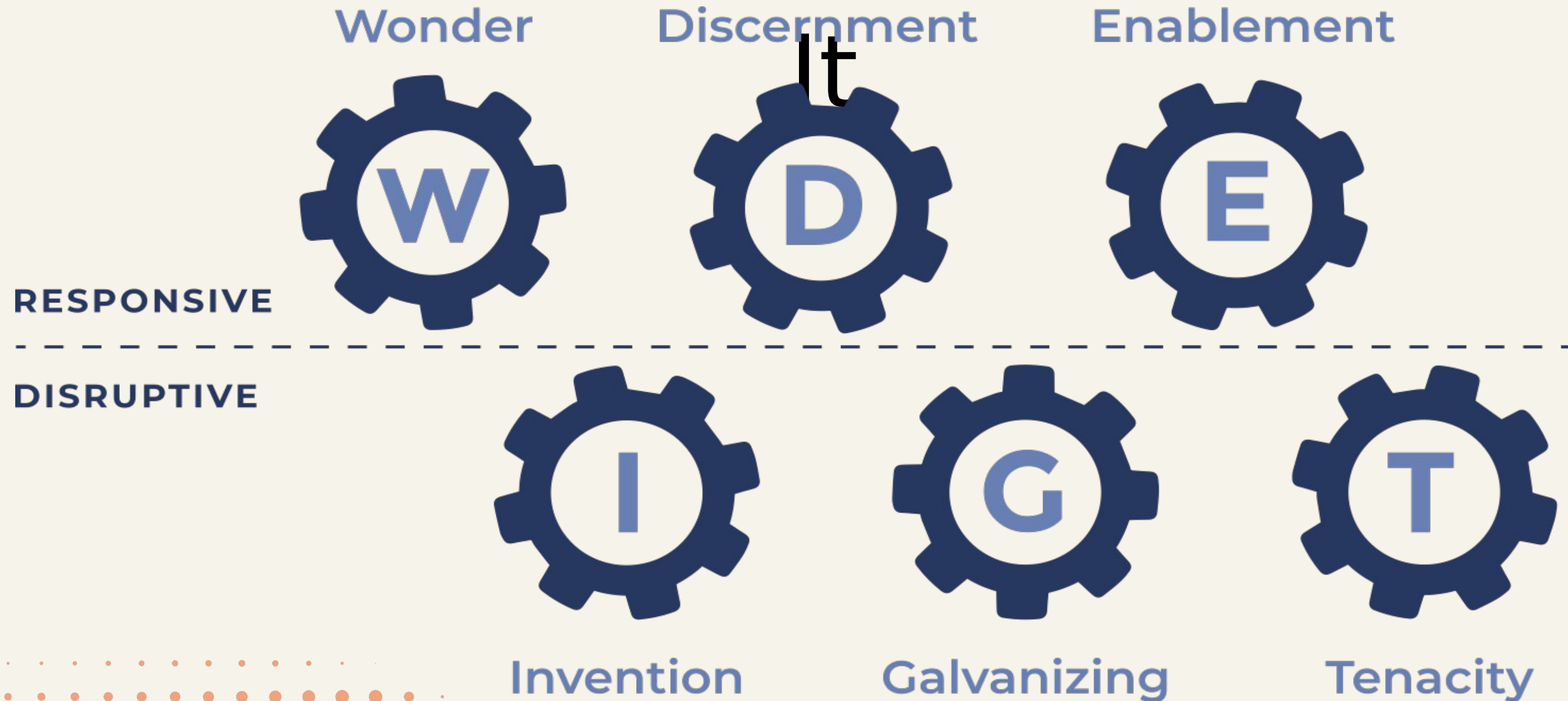
Altitude (and Attitude) of

Work





Rock With It- Roll With





STAGES OF WORK

RESPONSIVE VS DISRUPTIVE

THE 6 TYPES

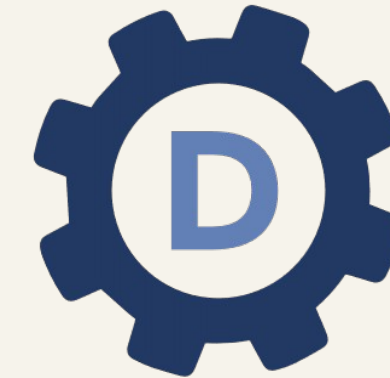
ALTITUDE

13

IDEATION

ACTIVATION

IMPLEMENTATION



WONDER

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

INVENTION

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

DISCERNMENT

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

GALVANIZING

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

ENABLEMENT

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

TENACITY

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

30,000^{FT}

25,000^{FT}

20,000^{FT}

15,000^{FT}

10,000^{FT}

5,000^{FT}
to ground



Wonder	
Genius	Frustration
Misty H. R R.	Andy J. Charles S. Jay B. Kati O. Katlynn H. Leah M. Tony S. Wrenn P.

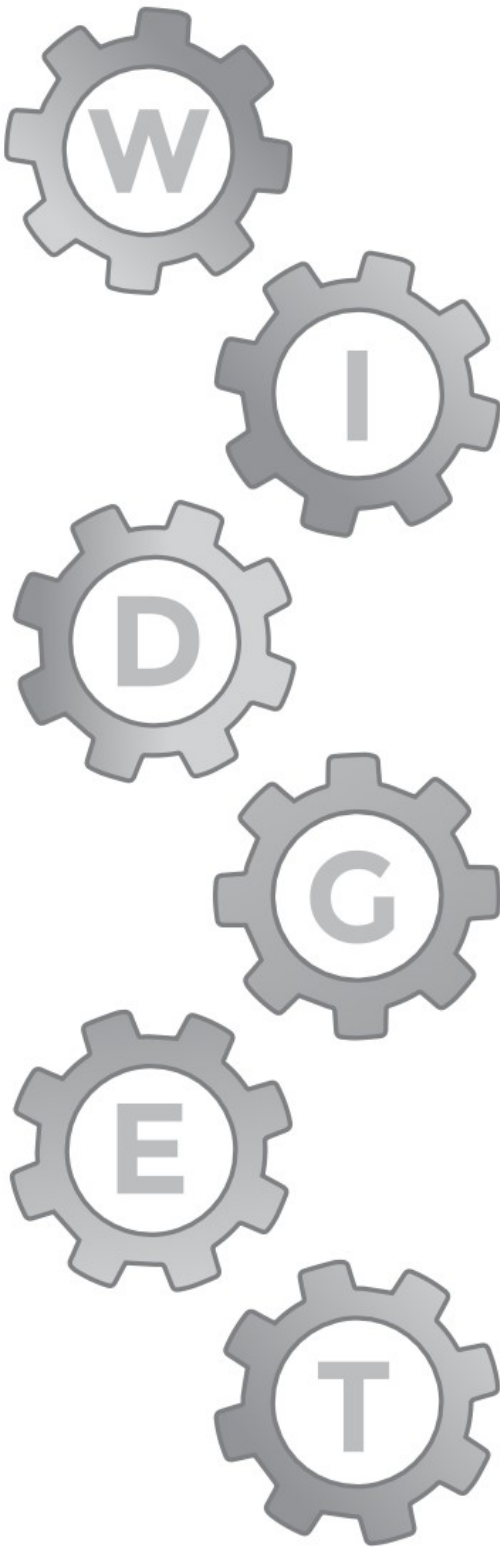
Invention	
Genius	Frustration
Katlynn H. Molly C. R R.	Andy J. Anna S. Jay B. Kati O. Leah M. Misty H. Tony S. Wrenn P.

Discernment	
Genius	Frustration
Anna S. Charles S. Jay B. Kati O. Leah M. Tony S. Wrenn P.	Katlynn H. Molly C.

Galvanizing	
Genius	Frustration
Andy J. Jay B. Kati O. Tony S.	Anna S. Misty H. Molly C. R R.

Enablement	
Genius	Frustration
Andy J. Katlynn H. Wrenn P.	Charles S. R R.

Tenacity	
Genius	Frustration
Anna S. Charles S. Leah M. Misty H. Molly C.	





Go and Do

For the Individual:

- Plan your career
- Adjust your job
- (Re)Define advancement
- (Re)Evaluate progress

For the Team:

- Consider talents
- (Re)Build the team
- Agenda ☾ altitude ☾ attendees
- 10% experiments





Thank You!



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