

The 6 Types of Working Genius

Tags: [#assessment](#) [#team-leadership](#)

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Dialogue

Title: How to Help Your Team Increase Productivity, with Patrick Lencioni

I had been struggling off and on for years with my own job dissatisfaction, which puzzled me because I had started my company with good friends, I loved the field I worked in, and I was genuinely fond of my colleagues. Still, I found myself unexplainably exhausted and exasperated on a semi-regular basis.

How did that happen?

Three stages of work:

- Ideation
- Activation
- Implementation

How do these stages change with team -- innovation team vs. customer service.

The type of work that a person does turns out to be much more important in regard to burnout than the volume of work.

Types are either working genius, working competency, or working frustration.

Example: how a cup of coffee retains heat and energy...

Each of the stages of two types under them -- six types total:

Ideation

- Wonder identifies the need for change
- Invention creates the solution

Activation

- Discernment evaluates and refines the solution and recommends it for action
- Galvanizing rallies people for action

Implementation

- Enablement provides support and human capital
- Tenacity makes sure the work gets accomplished and achieves the desired results

Is there a link here between role and type. Elevation?

What about performance standards?

Starting point for a team leader?

Ways to fill gaps:

- Hire
- Borrow
- Find people with competence

What have you changed your mind on?

Reserve

Work conversations

Brainstorming: First three

Decision-making: Discernment, Invention, Galvanizing

Launch: Galvanizing and Enablement (Discernment a bit)

Status Review and Problem-Solving ()

You remember as a child your dad often being frustrated with work and feeling bad for him.

Quotes

It is common for people to value disruptive genius over the responsive kind. Of course, this is incorrect and dangerous

Everyone thought I performed that role because I enjoyed Galvanizing, but I was simply filling a gap. And because it was preventing me from doing what I loved most (Invention and Discernment), it eventually began to crush me.

It would be my dream job for people to come to me all day long with an important problem that needed to be solved, and to let me come up with a novel solution out of thin air. That's when I'm at my best. I would also love for people to come to me with their own ideas, and ask me to evaluate them using my gut feel and instincts. I am blessed to be able to do a lot of this kind of work in my current role. As you can imagine, coming up with this model, and refining it, was a party!

References

