



THE 6 TYPES OF
Working Genius



CERTIFIED

The Working Genius

OVERVIEW

Still challenged with getting the right team members in the right seats? Have talented team members and still can't understand why there are gaps in performance or results? You are not alone!

The Working Genius is Patrick Lencioni's newest teamwork model that helps organizations create a healthy work culture by utilizing talent and placing the right people in the right seats. Unlike other personality assessments, the six types of Working Genius (what Lencioni refers to as WIDGET) focus on the actual talents and stages required in the process of getting work completed, thus showcasing a powerful opportunity for leaders and teams to identify and capitalize on the strengths of their individual team members.

In this program team members will complete a 10-minute assessment that will include a custom report when completed. Once the Working Genius types of your team members are uncovered, your organization can more easily align goals, organize projects, and implement stages of work (Ideation, Activation and Implementation) with team members whose Working Genius strengths are in those identified areas. In addition, this level of knowledge helps team members understand how they can leverage one another's strengths and contribute to work most effectively to achieve their full potential.



*Customized with your
real-world scenarios &
designed to meet your
desired outcomes.*



The Working Genius

konfire
TRAINING

THE SIX TYPES



The Genius of Wonder: the natural gift of pondering the possibility of greater potential and opportunity in a given situation.



The Genius Inventions: the natural gift of creating original and novel ideas and solutions.



The Genius of Discernment: the natural gift of intuitively and instinctively evaluating ideas and situations.



The Genius of Galvanizing: the natural gift of rallying, inspiring and organizing others to take action.



The Genius of Enablement: the natural gift of providing encouragement and assistance for an idea or project.



The Genius of Tenacity: the natural gift of pushing projects or tasks to completion to achieve results.

The first two Working Genius types help you develop new ideas, the second two help you activate your ideas, and the last two help you implement your ideas. In this training program, team members will learn that everyone has:

- Two areas of **Working Genius** – Two of the six types that come naturally to you, meaning that you are good at them and they give you energy and joy.
- Two areas of **Working Competencies** – You can do these fairly well, maybe even very well, but you don't derive great joy or energy from them.
- Two areas of **Working Frustrations** – These areas are neither natural nor energizing for you, and most likely, you aren't particularly good at doing them.

Patrick Lencioni's The Working Genius model can be utilized in a variety of ways to bring greater success and fulfillment in areas such as:

- Leadership development/coaching
- Job alignment/adjustments
- Team cohesion and productivity
- Creating a common language
- Clarity around stages of work



Contact us to explore how we can meet your training goals!
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"If you want to be successful and fulfilled in your work, you must tap into your gifts. That can't happen if you don't know what those gifts are."

- Patrick Lencioni

