

# **working genius assessment**

## **Unlock Your Potential: A Deep Dive into the Working Genius Assessment**

Are you feeling stuck in your career, unsure of how to best leverage your strengths and minimize your weaknesses? Do you find yourself consistently frustrated by tasks you dread, while simultaneously neglecting areas where you naturally excel? If so, you're not alone. Many high-achieving individuals struggle to understand their unique work styles and how to optimize their productivity. This comprehensive guide delves into the Working Genius Assessment, a powerful tool designed to help you uncover your personal genius and build a more fulfilling and efficient work life. We'll explore what the assessment entails, how to interpret your results, and most importantly, how to apply this knowledge to transform your workflow and unlock your true potential.

### **What is the Working Genius Assessment?**

The Working Genius Assessment, developed by Patrick Lencioni, isn't your typical personality test. It focuses specifically on how you approach work and identifies your strengths and weaknesses in six key areas: Wonder, Invention, Discernment, Galvanizing, Enablement, and Tenacity. Each area represents a different way of engaging with work, and understanding your personal profile can dramatically impact your productivity, job satisfaction, and overall well-being. Unlike other assessments that may label you as simply "introverted" or "extroverted," the Working Genius framework provides a nuanced understanding of your natural inclinations and the tasks you'll thrive in—and, equally important, those you should delegate or approach differently.

### **Understanding the Six Genius Types:**

Let's explore each of the six genius types in detail:

**Wonder:** Individuals with a Wonder genius are naturally curious and inquisitive. They excel at asking insightful questions, identifying opportunities, and exploring new possibilities. They often find themselves generating creative ideas but might struggle with execution.

**Invention:** People with an Invention genius are brilliant innovators and problem-solvers. They excel at developing new ideas and solutions, but may falter when it comes to refining and implementing those ideas.

**Discernment:** A Discernment genius thrives on making sound judgments and decisions. They are excellent at analyzing information, evaluating options, and making strategic choices. However, they might struggle with the creative aspects of problem-solving.

**Galvanizing:** Those with a Galvanizing genius are natural leaders and motivators. They excel at inspiring and energizing teams, pushing projects forward, and driving results. However, they might sometimes overlook details or neglect the less glamorous aspects of a project.

**Enablement:** An Enablement genius provides critical support and ensures things run smoothly. They excel at providing resources, removing obstacles, and helping others succeed. However, they might find themselves overwhelmed by complex projects or struggle to take the lead.

**Tenacity:** Individuals with a Tenacity genius are incredibly persistent and focused. They excel at persevering through challenges and seeing tasks through to completion, even when facing obstacles. They might, however, struggle with flexibility or adapting to unexpected changes.

## **Taking the Working Genius Assessment:**

The assessment itself is relatively short and straightforward, typically taking around 15-20 minutes to complete. It's readily available online through various platforms, and many organizations offer it as part of their team-building or leadership development initiatives. The results are presented in a clear and

easy-to-understand format, highlighting your two strongest genius types (your "Working Genius") and your two weakest genius types (your "Working Frustration").

## **Interpreting Your Results and Applying Them to Your Work:**

Once you receive your results, take the time to carefully reflect on your strengths and weaknesses. Understanding your Working Genius allows you to leverage your natural talents and maximize your effectiveness. Conversely, recognizing your Working Frustration helps you identify areas where you might need support, delegate tasks, or develop strategies to mitigate frustration.

For example, if your Working Genius is Invention and Discernment, you might be exceptionally skilled at developing innovative solutions and making strategic decisions. However, if your Working Frustration is Tenacity and Enablement, you might struggle to execute your ideas and manage the details. Knowing this, you can strategically delegate the execution to someone with a Tenacity genius and focus on the creative and strategic aspects where you truly excel.

## **Beyond Individual Application: The Power of Teamwork and the Working Genius**

The real power of the Working Genius assessment shines when applied within a team context. By understanding each team member's individual genius, leaders can build high-performing teams by strategically assigning tasks based on individual strengths. This not only maximizes productivity but also boosts morale and job satisfaction, as individuals are empowered to work in their areas of strength. Recognizing the diversity of genius within a team allows for complementary skills and reduces conflict arising from individuals trying to work outside their natural strengths.

## **Conclusion: Embracing Your Genius for a More Fulfilling Work Life**

The Working Genius Assessment offers a powerful framework for understanding your unique work style and optimizing your performance. By identifying your strengths and weaknesses, you can

strategically design your work life to maximize your productivity, minimize frustration, and ultimately, unlock your full potential. Whether you're an entrepreneur, employee, or part of a leadership team, understanding your working genius is a crucial step toward building a more successful and fulfilling career. Don't underestimate the impact this self-awareness can have on your professional and personal life.

## FAQs:

1. Is the Working Genius Assessment a personality test? No, it's not a personality test in the traditional sense. It focuses specifically on how you approach work and identifies your strengths and weaknesses in different work-related skills.

1. How long does the assessment take? The assessment typically takes around 15-20 minutes to complete.

1. How much does the Working Genius Assessment cost? The cost varies depending on the platform you use to access it. Some organizations offer it as part of team-building initiatives, while others offer individual access for a fee.

1. Can I use the Working Genius Assessment to improve my relationships outside of work? While primarily focused on work, understanding your Working Genius can certainly provide insights into how you interact in other areas of your life. Your strengths and weaknesses will manifest differently but the core principles remain relevant.

1. What if my Working Genius and Working Frustration are very close in score? This suggests a more balanced profile, but even a slight difference reveals which skills you naturally excel at and which might need more attention or support. Focus on leveraging your strengths while creating strategies to manage tasks that fall into your frustration areas.

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