

## The Six Types of Working Genius

There are plenty of us out there that suffer from the Sunday Evening Blues; that dreaded feeling on Sunday night that you have to get up early and go to work in the morning, and to boot, it's going to be Monday all day!

Why do so many of us feel this way? And is there anything we can do about it? What's more, if you own a business or lead a team, how do you feel about having team members showing up on Monday morning leaking energy before the week even starts? While the concept of satisfying and energizing work seems like a pipe dream, some thought and some tools can help people find their way to roles that are satisfying and energizing. The Six Types of Working Genius demonstrates a way to understand more of what energizes us, and therefore the right knowledge to choose or tailor roles to provide the best opportunities for satisfaction and fulfillment for team members.

If you're looking to understand yourself a little better and the motivations that drive you, The Six Types of Working Genius will shine lots of light in your direction. If you're a business owner or leader at any level, the productivity difference between energized and satisfied team members and those that aren't happy is a chasm. And you'll realize a much better bottom line with energized team members.

The Six Types of Working Genius postulates that there are six phases to any type of project, whether creating a marketing campaign, launching a company, or planning everyday tasks. Of the six phases of work, it's usually the case that two types are energizing for a given individual (geniuses), two are neither energizing nor draining (competencies), and two are utterly draining (frustrations).

### The Six Types of Working Genius are:

**Wonder** – identifies the need for improvement or change

**Invention** – confirms the need for change, generates ideas and solutions

**Discernment** – assesses the merit of feasibility of a solution

**Galvanizing** – generates enthusiasm and action around the idea or solution

**Enablement** – initiates support; assists in the implementation of the idea/solution

**Tenacity** – ensures that the idea or solution comes to fruition with desired results

In any context or role, discovering your geniuses, competencies, and frustrations allows for adjustments and satisfaction. While everyone has parts of their role that they don't enjoy, or find draining, the best roles allow for us to spend about 70% to 80% working in our geniuses. It's where we perform best. If you're not there, but you want to be, The Six Types of Working Genius will light up a map to help you get to a point where you are giving and getting your best.

The book is a very quick and light read, yet it's pretty profound in the information that it provides. A deeper discussion of the ramifications of Working Genius is warranted in almost any context, and its benefits could, or more likely would, be life-changing.

*(Credit to Patrick Lencioni, The Six Types of Working Genius, Matt Holt, 2022)*