

What Scripture Says About *the Working Genius*¹

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Introduction

The Working Genius model, developed by Patrick Lencioni, categorizes six distinct types of working geniuses that reflect the natural ways people contribute to teams and projects. The six types are **Wonder, Discernment, Galvanizing, Enablement, Tenacity, and Ideation**. These types represent different strengths that individuals bring to their work and understanding them helps people collaborate more effectively.

The model groups these six types into three pairs: **Genius of Ideation** (Wonder and Ideation), **Genius of Activation** (Discernment and Galvanizing), and **Genius of Implementation** (Enablement and Tenacity). Each person has two areas where they naturally excel (their “Working Geniuses”), two that are competent but not energizing (their “Working Competencies”), and two that drain their energy (their “Working Frustrations”).

By identifying these areas, individuals and teams can align tasks with their strengths, leading to greater productivity and job satisfaction. This approach not only enhances individual performance but also improves team dynamics by ensuring that everyone is working in their areas of strength. The Working Genius model is a valuable tool for fostering personal and professional growth, optimizing teamwork, and reducing burnout.

Connecting scripture to the Working Genius model can serve several meaningful purposes for individuals who value integrating their faith with their personal and professional development.

Here are some reasons why someone might want to connect scripture with the Working Geniuses:

Rooted in Faith: For those who view their work and talents as gifts from God, aligning the Working Geniuses with scripture helps them anchor their understanding of these abilities in their faith. This connection can deepen their recognition of their natural strengths as part of their spiritual calling and purpose.

Divine Guidance: Scripture provides timeless wisdom that can direct how individuals use their talents. By linking the Working Geniuses to specific Bible verses, people can find divine insight into how to develop and apply their strengths in a way that aligns with biblical principles.

Spiritual Development: Integrating scripture with the Working Geniuses fosters spiritual growth by encouraging reflection on how one's work and contributions align with their faith. This approach supports a more comprehensive personal development that includes both professional and spiritual dimensions.

Inspiration and Encouragement: Scripture serves as a powerful source of encouragement and motivation. Connecting the Working Geniuses to biblical teachings allows individuals to draw strength from their faith to persevere, overcome challenges, and remain steadfast in their efforts.

Moral Compass: The Bible offers an ethical framework that helps ensure work is conducted with integrity, compassion, and a sense of service to others. Tying the Working Geniuses to scripture reinforces these values, encouraging individuals to use their talents in ways that honor God and benefit the greater good.

Sense of Purpose: For many, scripture infuses life with deeper purpose and meaning. By linking the Working Geniuses to biblical teachings, individuals can view their work not just as a job, but as part of a divinely inspired mission.

Ultimately, connecting scripture to the Working Geniuses allows individuals to integrate their faith with their daily actions, helping them live out their beliefs in their work and use their God-given talents in ways that reflect their spiritual values.

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The Six Geniuses defined and supporting Scripture

Below are the six geniuses, along with an extended definition of each and five Bible scriptures from the ESV that support each one:

Wonder

The Genius of Wonder is the ability to ponder the possibilities and ask thought-provoking questions. People with this genius are naturally curious and are often the first to recognize the need for change or improvement. They see the potential for something greater and spend time reflecting on how things could be different. Their strength lies in their ability to wonder about what could be better, to imagine new opportunities, and to raise questions that others might not consider.

Supporting Scriptures:

Psalm 8:3-4: “When I look at your heavens, the work of your fingers, the moon and the stars, which you have set in place, what is man that you are mindful of him, and the son of man that you care for him?”

Job 37:14: “Hear this, O Job; stop and consider the wondrous works of God.”

Ecclesiastes 3:11: “He has made everything beautiful in its time. Also, he has put eternity into man’s heart, yet so that he cannot find out what God has done from the beginning to the end.”

Psalm 139:14: “I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well.”

Proverbs 25:2: “It is the glory of God to conceal things, but the glory of kings is to search things out.”

Ideation

The Genius of Ideation is the capacity to generate new ideas, concepts, and solutions. People with this genius thrive on creativity and innovation. They enjoy brainstorming, developing new approaches, and coming up with unique solutions to problems. Their strength lies in their ability to think outside the box, to bring fresh perspectives to the table, and to turn abstract thoughts into concrete ideas that can be explored and developed further.

Supporting Scriptures:

Isaiah 43:19: “Behold, I am doing a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert.”

Proverbs 8:12: “I, wisdom, dwell with prudence, and I find knowledge and discretion.”

Genesis 1:1: “In the beginning, God created the heavens and the earth.”

2 Corinthians 5:17: “Therefore, if anyone is in Christ, he is a new creation. The old has passed away; behold, the new has come.”

Ecclesiastes 1:9: “What has been is what will be, and what has been done is what will be done, and there is nothing new under the sun.”

Discernment

The Genius of Discernment is the ability to make sound judgments and wise decisions based on intuition, experience, and a deep understanding of the situation. People with this genius are skilled at assessing options and determining the best course of action. They can quickly identify what will work and what won't, often relying on a combination of analytical thinking and gut instinct. Their strength lies in their capacity to sense what is right and to guide others toward the best solutions.

Supporting Scriptures:

James 1:5: "If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given him."

Proverbs 3:5-6: "Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge him, and he will make straight your paths."

1 Kings 3:9: "Give your servant therefore an understanding mind to govern your people, that I may discern between good and evil, for who is able to govern this your great people?"

Hebrews 5:14: "But solid food is for the mature, for those who have their powers of discernment trained by constant practice to distinguish good from evil."

Philippians 1:9-10: "And it is my prayer that your love may abound more and more, with knowledge and all discernment, so that you may approve *what is excellent, and so be pure and blameless for the day of Christ.*

Galvanizing

The Genius of Galvanizing is the talent for rallying, inspiring, and motivating others to take action. People with this genius are natural leaders who know how to get people excited about a project or cause. They excel at mobilizing teams, generating enthusiasm, and ensuring that everyone is on board and moving forward. Their strength lies in their ability to energize and unite others, driving momentum and ensuring that tasks are completed.

Supporting Scriptures:

Hebrews 10:24: “And let us consider how to stir up one another to love and good works.”

1 Thessalonians 5:11: “Therefore encourage one another and build one another up, just as you are doing.”

Proverbs 27:17: “Iron sharpens iron, and one man sharpens another.”

Joshua 1:9: “Have I not commanded you? Be strong and courageous. Do not be frightened, and do not be dismayed, for the Lord your God is with you wherever you go.”

Nehemiah 2:18: “And I told them of the hand of my God that had been upon me for good, and also of the words that the king had spoken to me. And they said, ‘Let us rise up and build.’ So they strengthened their hands for the good work.”

Enablement

The Genius of Enablement is the ability to support, assist, and enable others to succeed. People with this genius are skilled at helping others achieve their goals by providing the necessary support and resources. They are often the ones who step in to help, offer encouragement, and do whatever it takes to move a project forward. Their strength lies in their willingness to serve others, to contribute to the success of the team, and to ensure that everyone has what they need to be successful.

Supporting Scriptures:

Philippians 2:4: “Let each of you look not only to his own interests, but also to the interests of others.”

Galatians 6:2: “Bear one another's burdens, and so fulfill the law of Christ.”

Romans 15:1-2: “We who are strong have an obligation to bear with the failings of the weak, and not to please ourselves. Let each of us please his neighbor for his good, to build him up.”

1 Peter 4:10: “As each has received a gift, use it to serve one another, as good stewards of God's varied grace.”

1 Thessalonians 5:14: “And we urge you, brothers, admonish the idle, encourage the fainthearted, help the weak, be patient with them all.”

Tenacity

The Genius of Tenacity is the drive and determination to see tasks through to completion. People with this genius are highly focused and persistent, often working tirelessly to achieve their goals. They are not easily discouraged and have a strong sense of responsibility to finish what they start. Their strength lies in their ability to stay the course, overcome obstacles, and ensure that the work is completed to the highest standard.

Supporting Scriptures:

Proverbs 16:3: “Commit your work to the Lord, and your plans will be established.”

James 1:12: “Blessed is the man who remains steadfast under trial, for when he has stood the test he will receive the crown of life, which God has promised to those who love him.”

Colossians 3:23-24: “Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.”

Galatians 6:9: “And let us not grow weary of doing good, for in due season we will reap, if we do not give up.”

2 Timothy 4:7: “I have fought the good fight, I have finished the race, I have kept the faith.”

These extended definitions and supporting scriptures illustrate how each of the Working Geniuses aligns with biblical principles, encouraging individuals to use their God-given strengths in their work and relationships. By embracing these geniuses, individuals and teams can achieve greater productivity, enhance teamwork, and experience personal growth.

In Practice and Scripture; Stages and Pairing Examples

Stages

In the context of the Working Genius model, "stages" refer to the different phases or steps in a process where the various types of working geniuses are most effective. The model breaks down work into three primary stages:

1. **Ideation Stage:** This is where the **Geniuses of Wonder and Ideation** thrive, focusing on generating possibilities, asking questions, and coming up with new ideas.
2. **Activation Stage:** This stage involves the **Geniuses of Discernment and Galvanizing**, where ideas are evaluated, decisions are made, and teams are motivated to take action.
3. **Implementation Stage:** The **Geniuses of Enablement and Tenacity** are key in this stage, as they focus on supporting the execution of tasks and ensuring projects are completed effectively.

Each stage relies on different Working Geniuses to move from conception to completion, ensuring that all aspects of the work are addressed comprehensively.

Ideation Stage

A biblical example of the **Genius of Ideation** stage can be seen in the story of **Joseph in Egypt**, particularly when he interprets Pharaoh's dreams and proposes a plan to save Egypt from impending famine.

In Genesis 41, Pharaoh has two dreams that none of his wise men can interpret. Joseph, brought before Pharaoh, explains that the dreams are a warning from God

about seven years of plenty followed by seven years of severe famine. But Joseph doesn't stop at interpreting the dreams; he also proposes an innovative solution:

Joseph suggests that Pharaoh appoint someone to oversee the collection of grain during the seven years of abundance, storing it so that Egypt will have enough food during the years of famine. This idea is not just a reaction to the problem; it's a proactive, creative strategy to ensure the survival of an entire nation during a crisis.

Pharaoh recognizes the wisdom in Joseph's idea and appoints him to implement the plan. The result is that Egypt becomes the only country with enough food during the famine, and Joseph's leadership and innovative thinking save countless lives.

This story illustrates the Genius of Ideation in action: Joseph's ability to think creatively and develop a unique solution to a critical problem that others could not foresee or solve.

Activation Stage

To be completed

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Implementation Stage

To be completed

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Pairings

A Pairing is a combination of two specific geniuses within the model and 15 different pairings.

1. Creative Dreamer

The term "Creative Dreamer" is a combination of two specific geniuses within the model: **Wonder** and **Ideation**.

In Practice: A "Creative Dreamer" might be the person who comes up with a groundbreaking concept for a new product, a unique marketing campaign, or an innovative approach to solving a complex problem. They thrive in environments where blue-sky thinking is encouraged and are often the source of visionary ideas that can drive significant change or create new opportunities for growth.

In Scripture: A biblical example of the "Creative Dreamer" pairing, combining the Genius of Wonder and Ideation, can be found in the story of **Nehemiah** when he rebuilds the walls of Jerusalem.

Nehemiah as a Creative Dreamer:

Wonder: Nehemiah first shows the Genius of Wonder when he hears about the broken-down walls of Jerusalem and is deeply moved by the situation. He asks profound questions about the state of the city and its people, reflecting on what could be done to restore its former glory. His concern for the future of Jerusalem leads him to envision the possibility of rebuilding the walls, even though the task seems overwhelming.

Ideation: Nehemiah then demonstrates the Genius of Ideation as he develops a plan to rebuild the walls. He doesn't just stop at pondering the need; he creatively strategizes how to gather the necessary resources, rally the people, and navigate the political and social challenges involved in such a massive undertaking.

Nehemiah's plan includes practical steps for rebuilding, as well as innovative ways to motivate and protect the workers.

The Outcome:

Through Nehemiah's combination of Wonder and Ideation, he leads the people of Jerusalem to rebuild the walls in an astonishing 52 days, despite significant opposition. His ability to dream big and think creatively about how to achieve that dream was instrumental in restoring the physical and spiritual integrity of Jerusalem.

Nehemiah's story exemplifies the "Creative Dreamer" pairing in the Bible, where deep concern and visionary thinking lead to practical, innovative solutions that bring about significant change.

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Notes

¹You can learn more about the Working Genius model and take an assessment through several resources:

1. **Official Website:** The primary resource for the Working Genius model is its official website: <https://www.workinggenius.com>. This site offers detailed explanations of the model, examples of how it can be applied, and access to the official assessment.
2. **The Book:** Patrick Lencioni has written a book titled *The 6 Types of Working Genius: A Better Way to Understand Your Gifts, Your Frustrations, and Your Team*. This book delves into the concepts behind the Working Genius model, providing insights into how it can be used for personal and team development.
3. **The Assessment:** There is an official assessment available on the Working Genius website that allows you to discover your two primary Working Geniuses, two Working Competencies, and two Working Frustrations. The assessment takes about 10 minutes and provides a detailed report on your results.
4. **Podcasts and Webinars:** The Working Genius team regularly produces podcasts and webinars that explore different aspects of the model, share success stories, and provide tips on how to implement the Working Genius in various settings. The Working Genius podcast can be found on Apple, Podbean, Spotify, and other popular streaming sites.
5. **Workshops and Training:** Many organizations and consultants offer workshops and training sessions focused on the Working Genius model. These sessions can be helpful if you're looking to implement the model within a team or organization.

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