

# CliftonStrengths / Working Genius

Assessment Comparison



## 1. What Each Assessment Focuses On

### CliftonStrengths:

- **Focus:**
  - Identifies natural talents from a set of 34 themes (e.g., Harmony, Analytical, Discipline).
  - Emphasizes what you do best and how you naturally approach challenges.
- **Purpose:**
  - Helps you understand and develop your inherent talents into strengths.
  - Supports personal growth, leadership development, and team role alignment.
- **Example:**
  - Someone strong in Analytical and Deliberative is naturally inclined to carefully process information and weigh risks—a pattern that influences decision-making.

### Working Genius:

- **Focus:**
  - Maps out the stages of work through six types: Wonder, Invention, Discernment, Galvanizing, Enablement, and Tenacity.
  - Highlights which parts of the work process energize you (your “genius”) and which areas tend to drain your energy.

- **Purpose:**
  - Aids in understanding how you experience different phases of work.
  - Assists in team composition by ensuring that all stages of a project are covered by someone whose work style is naturally aligned with that stage.
- **Example:**
  - A person whose genius lies in Tenacity is naturally driven to see projects through to completion, while someone who finds Invention draining might benefit from collaborating with a more ideative partner.

## 2. Key Differences

- **Perspective:**
  - *CliftonStrengths* focuses on your underlying talents and the recurring patterns in your behavior and thinking.
  - *Working Genius* focuses on how you engage in work processes—what energizes you and where you might struggle.
- **Outcome:**
  - *CliftonStrengths* produces a detailed profile of your top themes, giving insight into your personality and work style.
  - *Working Genius* assigns you a type (or sequence) that directly correlates with stages of work, offering a roadmap for effective team collaboration and task management.
- **Application:**
  - *CliftonStrengths* is often used for personal development, leadership training, and self-awareness.

- *Working Genius* is used to optimize team roles and project workflows by matching tasks to individuals' natural energies.

### 3. How They Complement Each Other

- **Holistic View:**

- **Depth & Context:** CliftonStrengths provides a deep look at your personal attributes and how you naturally operate.
- **Practical Application:** Working Genius translates these attributes into specific work stages, helping you understand where you're most effective in a process.

- **Personal Development:**

- With CliftonStrengths, you learn what talents you have (for example, being highly analytical or disciplined).
- Working Genius then shows you how these talents play out in everyday work—guiding you on how to leverage them for success and where to seek help.

- **Team Dynamics:**

- When building a team, CliftonStrengths can help match roles to personal talents, while Working Genius ensures that every phase of a project is energized by someone whose genius aligns with that work.
- For instance, a team member might excel in planning and execution (as indicated by CliftonStrengths themes like Responsibility and Discipline) and also score high in Tenacity on the Working Genius scale—making them ideal for driving projects to completion.

- **Real-World Application:**

- Imagine someone with strengths in Analytical, Deliberative, and Intellection (from CliftonStrengths) who finds that they are most energized by Wonder and Tenacity (from Working Genius).
- This combination means they are not only naturally reflective and careful but also excel when it comes to formulating ideas and ensuring projects finish well.
- Conversely, if another team member's CliftonStrengths include Ideation and Communication but they score lower in Galvanizing on Working Genius, they might excel at brainstorming but may need support when it comes to rallying the team.

#### **4. Explaining It in Conversation**

*You might say: "CliftonStrengths helps us understand the unique talents we all bring—like being naturally analytical, harmonious, or disciplined. It digs into our personal traits and shows us how we think and behave. On the other hand, Working Genius breaks down the work process into six stages and shows which parts of work energize us and which drain us. While CliftonStrengths tells us what we're inherently good at, Working Genius guides us on how to apply those strengths in our day-to-day tasks and team projects. Used together, they offer a complete picture: one that blends deep self-awareness with actionable insights on how to work most effectively and collaborati*