

THE 6 TYPES OF WORKING GENIUS®



ThriveWise
SOLUTIONS LLC

THE BEST LEADERS ARE SELF-AWARE LEADERS

Self-aware leaders surround themselves with people who can fill their own gaps and are effective at tapping into those Geniuses. Analyze and apply results to help individuals and teams leverage Working Genius to be more innovative, strategic, and effective.

The Working Genius assessment is 20% personality and 80% productivity.

WORKSHOP DETAILS

Target audience

- Any employee
- Intact teams
- Entire Organization

Time investment

- 2 or 4 hour workshops offered
- ~30 minutes pre-work / assessment

Workshop format

- Live classroom
- Virtual classroom

Workshop features




- Personalized report
- Overview of the Working Genius principals
- Small group breakouts
- Designed to be practical, interactive, memorable and fun



LEARNING OBJECTIVES

Workshop participants will ...

- Understand why they have been successful or unsuccessful in past endeavors
- Clarify which types of work give joy and energy and which types are draining and difficult
- Improve dialogue and directives in team meetings
- Make quick and concrete adjustments to roles and responsibilities to better tap into one another's strengths, and avoid one another's weaknesses
- Get more done in less time

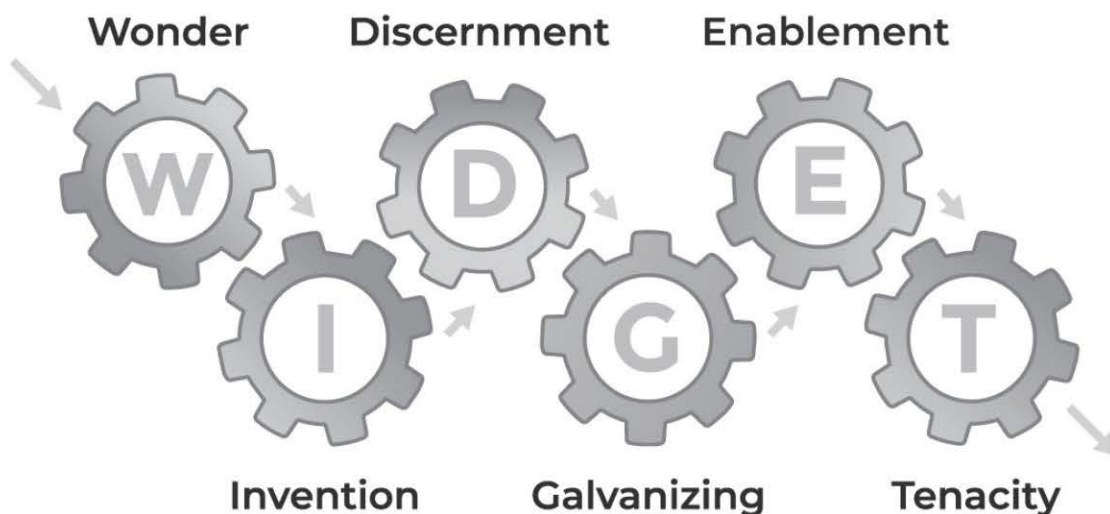


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Working Genius

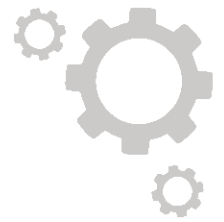
The Working Genius assessment is 20% personality and 80% productivity. People who understand their genius show up to work happier, are more effective, and play well with others. Working Genius Certified Facilitators are equipped to analyze and apply results to help individuals and teams leverage Working Genius to be more innovative, strategic, and effective.



Working with a Certified Facilitator can transform work for people by helping them:

- ⚙️ Understand why they have been successful or unsuccessful in past endeavors
- ⚙️ Clarify which types of work give joy and energy and which types are draining and difficult
- ⚙️ Avoid making unfair and inaccurate judgments about one another's motivation
- ⚙️ Alleviate guilt about struggles people have with certain types of work
- ⚙️ Improve dialogue and directives in team meetings
- ⚙️ Make quick and concrete adjustments to roles and responsibilities to better tap into one another's strengths, and avoid one another's weaknesses
- ⚙️ Get more done in less time

Working Genius for Leaders



The best leaders are self-aware leaders. As a result, they surround themselves with people who can fill their own gaps and they are effective at tapping into those Geniuses. When working with The 6 Types of Working Genius®, here are four questions for leaders to consider:

1. HOW DO LEADERS LEVERAGE/REGULATE THEIR WORKING GENIUSES?

Leaders who use their Working Genius well can recognize where the influence of their Geniuses are most beneficial to the team and where they may cause confusion or frustration. They also have awareness around when they shouldn't use their Genius. Leaders can learn to regulate their Geniuses by considering where they are in the Stages of Work, determining which Geniuses are needed for that stage, and communicating with others when they use their Geniuses.

2. HOW DO LEADERS TAP INTO OTHERS TO FILL GAPS?

Tapping into others to fill gaps requires knowing which Geniuses are on the team, what Stage of Work they're in, and which Geniuses are called for at that stage. Then leaders can tap into those Geniuses to contribute.

3. HOW DO LEADERS APPRECIATE/REWARD OTHERS?

We can sometimes over-value people who share our same Genius, but all six Geniuses are required to get successful work done. This model elevates every Genius and helps leaders recognize and celebrate others for their unique contributions.

4. HOW DO LEADERS LEAD MEETINGS?

Leaders have at least a 2x impact on their teams, so it's especially critical for leaders to know their Genius and how it impacts meetings. This enables them to regulate well during meetings and tap into the appropriate Geniuses of others.

