**The Six Types of Working Genius**

**WONDER:** The Genius of Wonder involves pondering and asking questions, contemplating the reasons why things are the way they are. People with this genius derive joy and energy from thoughtfully observing the environment around them and wondering whether there might be a different or better way. Compared to other geniuses, Wonder is not the most observable genius, because it is a mostly internal process. However, almost every new initiative, program, or project begins because someone wonders. The benefits of this genius include asking big questions, prompting people to consider assumptions that may need to be questioned, and challenging the status quo.

**INVENTION:** The Genius of Invention is about coming up with novel ideas and solutions to solve problems and address issues. Invention involves creativity and original thinking, often with little direction. People with this genius are condent and inspired by a problem that has no apparent solution, and they derive energy and joy from getting the opportunity to take a first crack at coming up with a new idea. The benefits of this genius are generally well- understood in society, and include anything related to innovation, novel thinking, and original problem-solving.

**DISCERNMENT:** The Genius of Discernment involves making sound judgments relying on instinct and intuition across a wide variety of situations. It entails pattern recognition and integrative thinking, rather than expertise, knowledge, or data. As such, people with Discernment have a knack for and derive energy and joy from evaluating whether an idea is sound, or if it requires further tweaking and adjustments. The benefits of Discernment are many, even if they are somewhat difficult to pinpoint because of the intuitive nature of the gift. They include curating, evaluating, and identifying the best ideas, and avoiding the ones that aren’t good, or refining those that aren’t yet ready.

**GALVANIZING:** The Genius of Galvanizing is about rallying and motivating people, often around projects, ideas, or initiatives. People with the gift of Galvanizing derive joy and energy from inspiring and persuading others to take action to get things moving, even if it involves convincing them to rethink or change their plans. Galvanizing is relatively easy to identify as it is an observable and often public activity. The benefits of this genius include nurturing people’s excitement about potential by building energy and momentum around a program, or idea.

**ENABLEMENT:** The Genius of Enablement involves answering the call to action and seamlessly providing others with the unconditional support and assistance they need. People with this genius get energy and joy from providing others with the support they need to get something started, and by providing the human glue required to hold it together. Even though people with Enablement are often ideal team members, they sometimes discount the importance of their genius, mistakenly believing that they are simply amendable or “nice.” The benefits of this genius include higher morale and greater interpersonal appreciation and support.

**TENACITY:** The Genius of Tenacity is about execution. It involves getting things done, achieving results, and realizing the desired impact of a task or project. People with Tenacity derive real joy and energy from crossing tasks off a list and knowing that they met the standards for completion. They are also comfortable pushing through obstacles. The benefits of this genius revolve around making sure that goals are met, and projects are completed on time, even when inevitable problems surface.

**Rank, in order from 1 to 6** *(1 being the most),* **what gives you the most energy and joy:**

**\_\_\_\_\_ WONDER**

**\_\_\_\_\_ INVENTION**

**\_\_\_\_\_ DISCERNMENT**

**\_\_\_\_\_ GALVANIZING**

**\_\_\_\_\_ ENABLEMENT**

**\_\_\_\_\_ TENACITY**

***Note:*** *Some people become quite good at activities that fall within their areas of Working Competency, either because career or life circumstances forced them to do so, or because they have a strong drive to excel at almost anything they do. However, those people will not derive the same kind of joy and energy from—and are not as naturally gifted in—those activities compared to their areas of Working Genius. Moreover, spending too much time working in one’s areas of competency can eventually lead to exasperation and burnout.*