

There are a total of six Working Geniuses.

All are required for getting work done successfully, and include:

WONDER

People with the Genius of Wonder love to speculate and question. They ask questions like, "Why are things the way they are? Is there a better way?" They love to sit in the ambiguity and imagine the possibilities. People with the Genius of Wonder help create the conditions for Invention.

INVENTION

People with the Genius of Invention get joy from taking challenges and generating solutions. They enjoy innovating from scratch and love a blank whiteboard or piece of paper on which they can brainstorm. Invention is the most commonly recognized Genius but all six Geniuses are needed to get work done.

DISCERNMENT

People with the Genius of Discernment have a natural ability to evaluate the workability of ideas. They are good curators of what's going on around them and can recognize patterns. They know how to connect the dots and give people good feedback across a broad range of topics.

GALVANIZING

People with the Genius of Galvanizing love to get things moving. They are great at pushing people out of their comfort zone and inspiring them to get started. They enjoy rallying people around an idea and getting them moving in the right direction.

ENABLEMENT

People with the Genius of Enablement make things happen. They know how to help, when to help, and can flex to whatever the situation calls for. People with the Genius of Enablement are people-oriented and want to help realize a vision. This Genius provides the support needed to move solutions into the first stages of Implementation.

TENACITY

People with the Genius of Tenacity are task-oriented and love to take things across the finish line. They ensure a project is going to have the impact it's supposed to have and lives up to agreed-upon standards. They don't respond to the emotional appeal of the Galvanizer, but to the need to see the work completed. They get joy and energy from checking off a box on the "to do" list.

We all have two Working Geniuses, two Working Competencies, and two Working Frustrations.

- **Working Genius** indicates your natural ability, what brings you joy and fulfillment. It consistently gives you energy.
- **Working Competency** indicates what you can do well but are not fulfilled by. Over time this drains your energy.
- **Working Frustration** indicates what you dislike doing and find draining, even if you've learned to be capable at it.