

— THE 6 TYPES OF —
Working Genius

— — — — —

EXCEL25

with Shawn Temple (D, G)

ON THE MARK
STRATEGIES

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Welcome

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Intro

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What You'll Learn

- ⚙ Welcome and Introductions
- ⚙ The 6 Types of Working Genius® Overview
- ⚙ Guilt and Judgment
- ⚙ The Three Stages of Work
- ⚙ Responsive vs Disruptive
- ⚙ The Altitude of Geniuses
- ⚙ Individual Results
 - ⚙ Genius and Frustration Exercise
- ⚙ Unique Pairings
- ⚙ Crave vs Crushed
- ⚙ Team Map
 - ⚙ Team Map Analysis
- ⚙ The Genius of Meetings
- ⚙ Top Takeaways



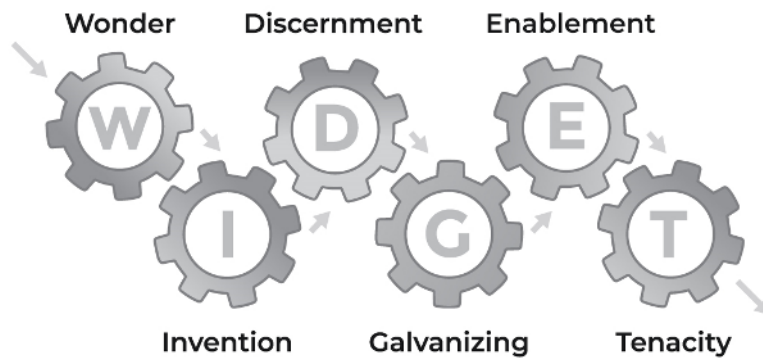
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The Working Genius Model



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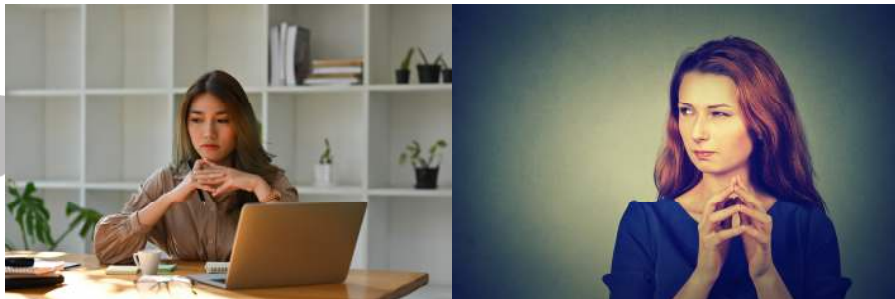


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Guilt and Judgment



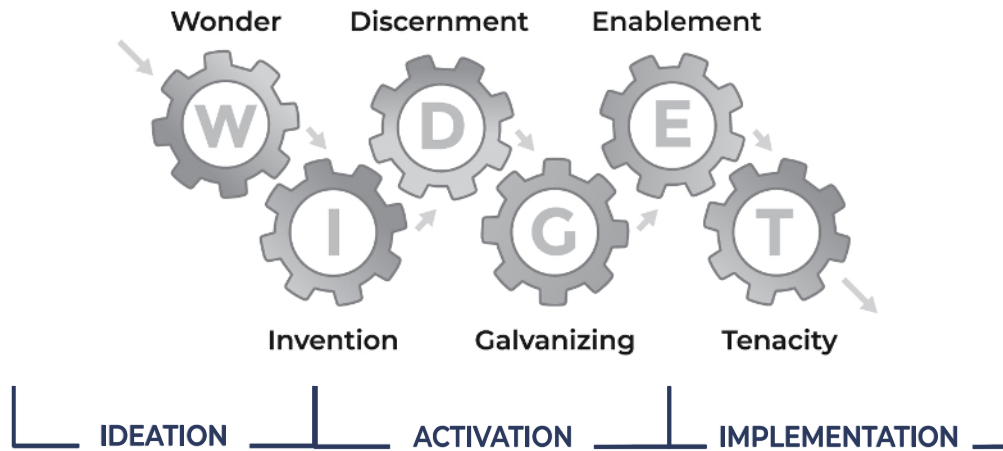
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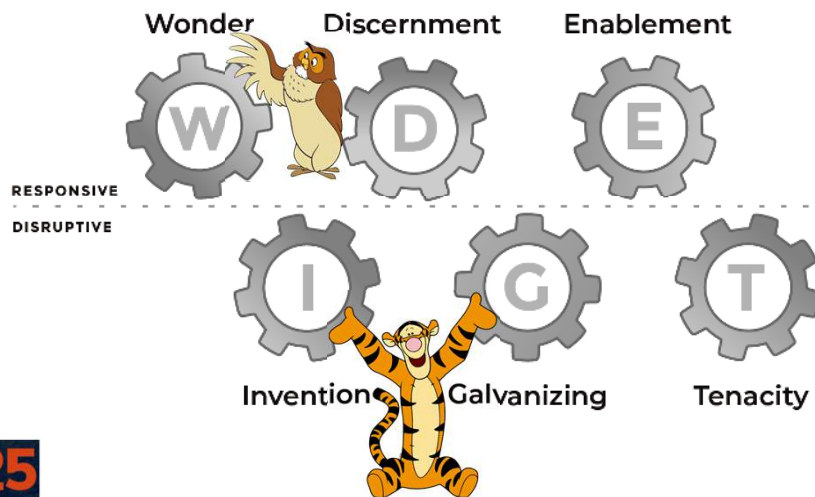


The Three Stages of Work



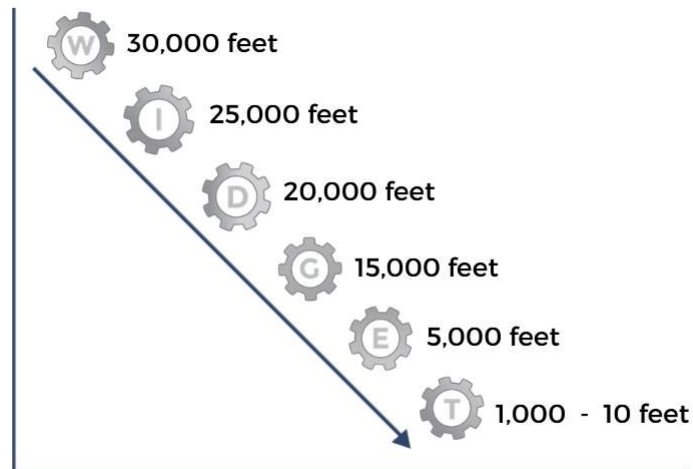
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Responsive vs Disruptive



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The Altitude of Geniuses

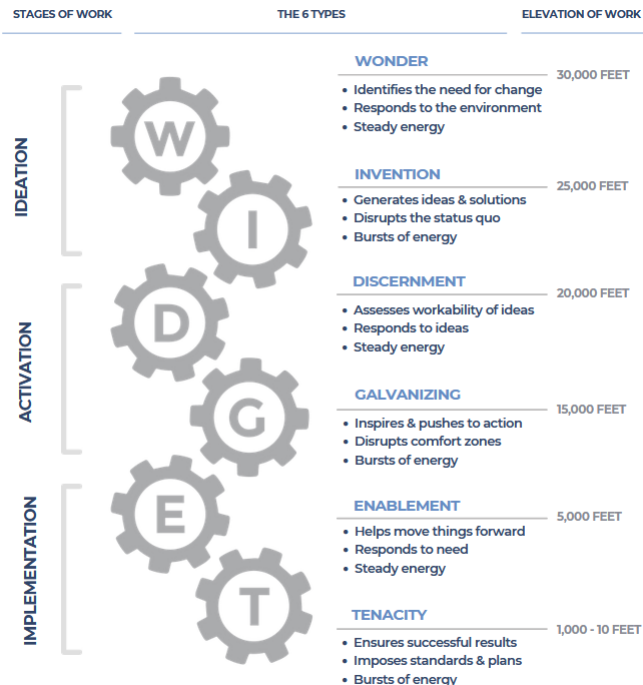


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All-In-One Model



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Working Genius Profile



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Group Discussion

- ⚙ Does the Profile Report resonate with you?
- ⚙ How do your Geniuses play out in your work?
- ⚙ Do you see where your Frustrations show up?



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Individual Profiles



WORKING GENIUS:

Your areas of Working Genius are **Galvanizing** and **Discernment**.



You are naturally gifted at and derive energy and joy from rallying people and inspiring them to take action around ideas, projects, or tasks.



You are naturally gifted at and derive energy and joy from using your intuition and instincts to evaluate and assess ideas or plans.

WORKING COMPETENCY:

Your areas of Working Competency are **Wonder** and **Invention**.



You are capable of and don't mind pondering the possibility of greater potential and opportunity in a given situation.



You are capable of and don't mind creating original and novel ideas and solutions.

WORKING FRUSTRATION:

Your areas of Working Frustration are **Tenacity** and **Enablement**.



You aren't naturally gifted at and don't derive energy and joy from pushing projects and tasks through to completion to ensure that the desired results are achieved.



You aren't naturally gifted at and don't derive energy and joy from providing others with encouragement and assistance for projects and tasks.

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Unique Pairings

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Unique Pairings



Intuitive Activator

5.96%



Discernment | Galvanizing

An instinctive and confident decision-maker. Able to assess situations quickly and accurately, and marshal people to act.

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Unique Pairings



Loyal Finisher

15.23%



Enablement | Tenacity

A responsive, dependable doer. Willing to step up when something is needed, and determined to fulfill their commitments.

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Unique Pairings



Insightful Collaborator

9.04%

Discernment | Enablement

An intuitive, empathic advisor and team player. Selfless and compassionate in providing others with what they need in the right way.

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Unique Pairings



Enthusiastic Encourager

9.31%

Enablement | Galvanizing

A warm and positive affirmer of others. Quickly willing to support and inspire people who need energy or reassurance.

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Unique Pairings



Assertive Driver

5.77%

Galvanizing | Tenacity

A taskmaster extraordinaire. Willing to push and remind others, and to dive in themselves, to ensure that things get done.

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Unique Pairings



Careful Implementer

4.87%

Wonder | Tenacity

A thorough, practical and careful contributor. A unique combination of steady reliability and quiet depth.

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Unique Pairings



Judicious Accomplisher
6.91%

Discernment | Tenacity

A reliable, prudent and focused doer. A unique combination of practical urgency and intuitive judgment.

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Unique Pairings



Discriminating Ideator
5.54%

Invention | Discernment

A creative, intuitive and confident generator of new ideas. Uses instinct and integrative thinking to solve real problems.

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Unique Pairings



Evangelizing Innovator

5.49%

Invention | Galvanizing

An excitable and convincing generator and promoter of new ideas. Combines curiosity and confidence with infectious enthusiasm.

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Unique Pairings



Adaptable Designer

6.15%

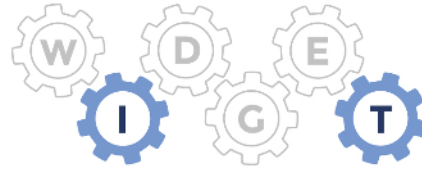
Invention | Enablement

A unique combination of creativity and flexibility. Generates new ideas in response to the needs of others.

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Unique Pairings



Methodical Architect

5.32%

Invention | Tenacity

A precise, reliable and planful solver of problems. A unique combination of innovative thinking and practical implementation.

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Unique Pairings



Creative Dreamer

5.01%

Wonder | Invention

A passionate idealist with an endless stream of big questions and ideas to consider. Comfortable with their head in the clouds.

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Unique Pairings



Contemplative Counselor
5.08%

Wonder | Discernment

A thoughtful, insightful and nuanced advisor. Slow to declare certainty, but deep in wisdom, intuition and rationale.

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Unique Pairings



Philosophical Motivator
2.95%

Wonder | Galvanizing

An excitable, curious and enthusiastic proponent of ideas and people. A unique combination of eagerness and caution.

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Unique Pairings



Idealistic Supporter

7.37%

Wonder | Enablement

A loyal, modest and thoughtful contributor. Carefully considers others needs, and reluctant to demand attention.

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Discover what people **crave** and are **crushed by** ...

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People with the gift of **Wonder**

... ARE CRUSHED BY "WHO CARES?"

CRAVE CONSIDERATION

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People with the gift of **Invention**

... ARE CRUSHED BY CONSTRAINT

CRAVE FREEDOM

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People with the gift of
Discernment
...

CRAVE TRUST

ARE CRUSHED BY
"PROVE IT."

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People with the gift of
Galvanizing
...

CRAVE REACTION

ARE CRUSHED BY
APATHY

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People with the gift of
Enablement
...

CRAVE
APPRECIATION

ARE CRUSHED BY
BEING OVERLOOKED

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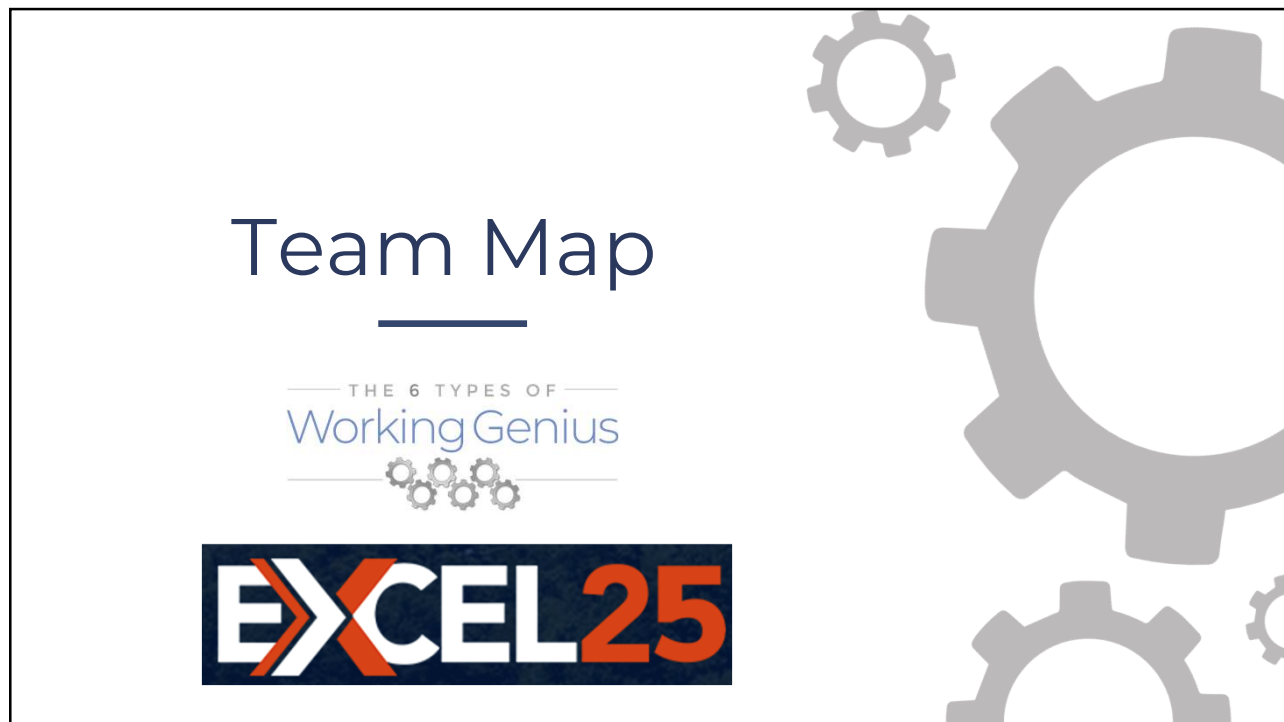
People with the gift of
Tenacity
...

CRAVE
CLARITY

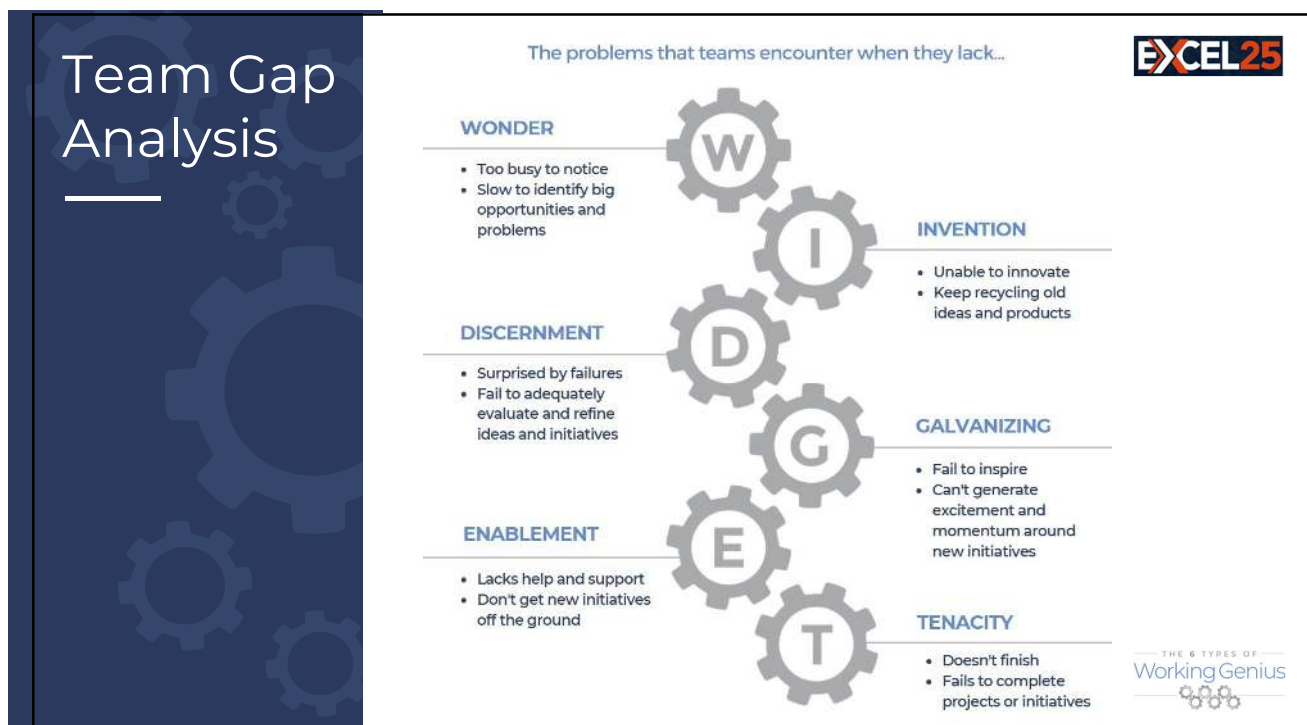
ARE CRUSHED BY
AMBIGUITY

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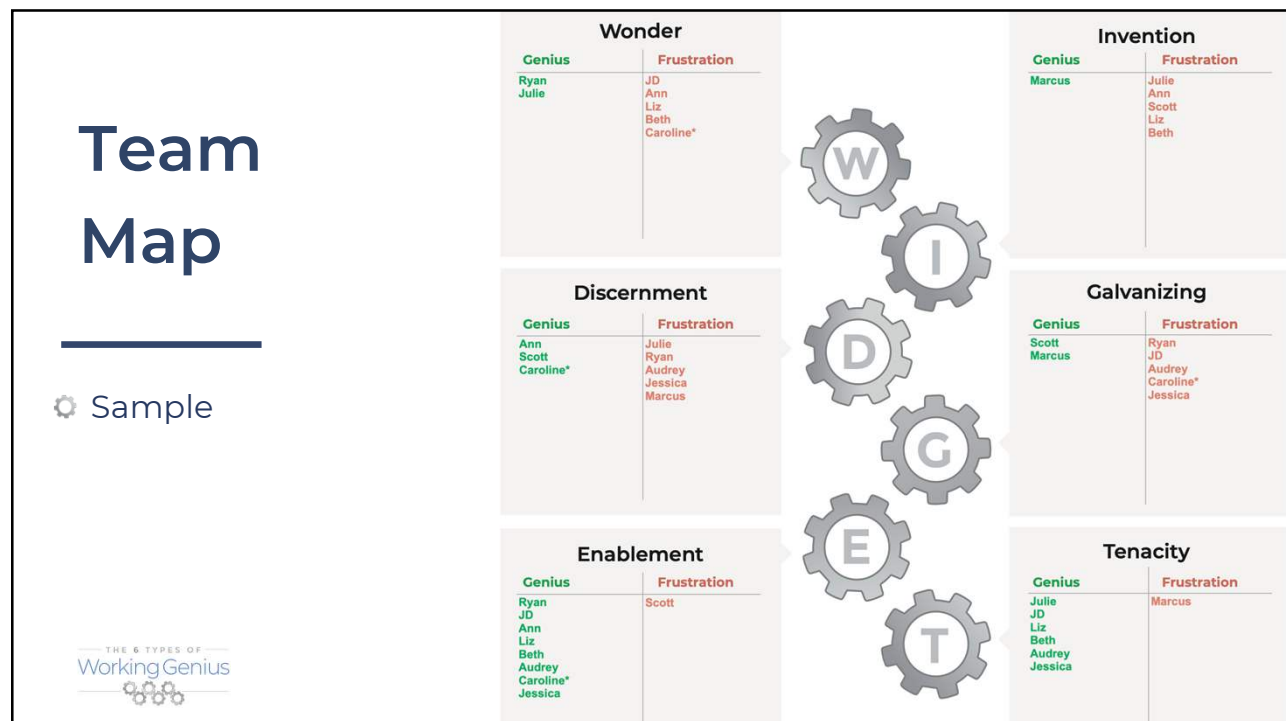
Reading a Team Map

Things to consider when reading your Team Map:

- ⚙ What are the team's strengths based on Genius groupings?
- ⚙ What are the team's weaknesses or underrepresented Geniuses?
- ⚙ Now that everyone's geniuses are represented visually on the map, is there a need to adjust or rethink roles?
- ⚙ Who is the leader?



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Application to Projects



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Think about...

- ⚙ What went well with this project? Where in the process did the team get stuck, lost, or bored?
- ⚙ Knowing what you now know about Working Genius, how might you approach this project differently?



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The Genius of Meetings

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Productive Meetings

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Brainstorm or Offsite



Solutions Oriented or
Ad Hoc Strategic



Rally and Tactical or
Weekly Staff Meeting



Task Oriented or
Daily Standup



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Group Discussion

- ⚙ Based on what you've learned, what's one thing the team can do differently to have more productive meetings?
- ⚙ Based on your individual Geniuses and Frustrations, what's one thing you can each do to help the team have more productive meetings?

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Takeaways

What are your top takeaways from today?

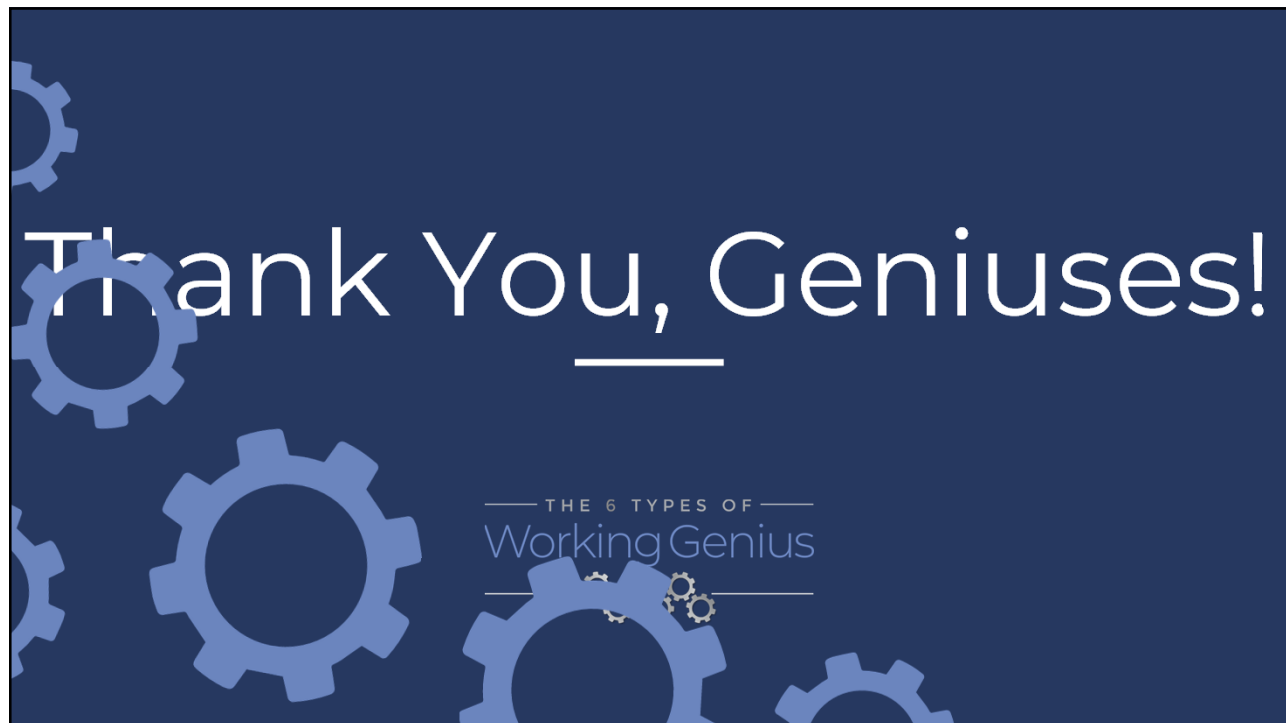


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