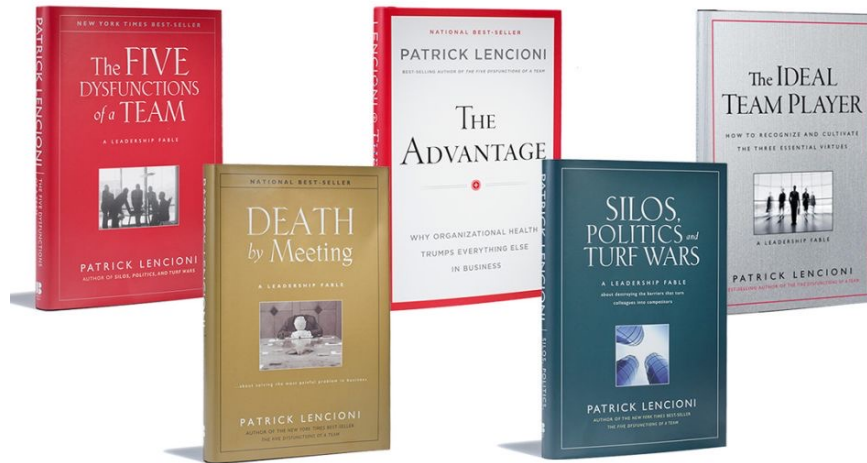


LEADERS FOR LEADERS

Discover Your Working Genius

Leverage Your Gifts to Transform Your Work





OPENING QUESTIONS

What kind of work **feels easy** for you (life-giving)?

What kind of work **feels difficult** (draining)?



WONDER

Sees untapped potential or possibilities and identifies the need for improvement or change

LOW	MED	HIGH



GALVANIZING

Rallies people to get on board, instigates energy and momentum around the plan or solution

LOW	MED	HIGH



INVENTION

Generates novel and innovative ideas or solutions

LOW	MED	HIGH



ENABLEMENT

Anticipates needs and supports implementation of the idea or solution

LOW	MED	HIGH



DISCERNMENT

Sees patterns/trends and uses intuition to assess and refine the ideas or solutions

LOW	MED	HIGH



TENACITY

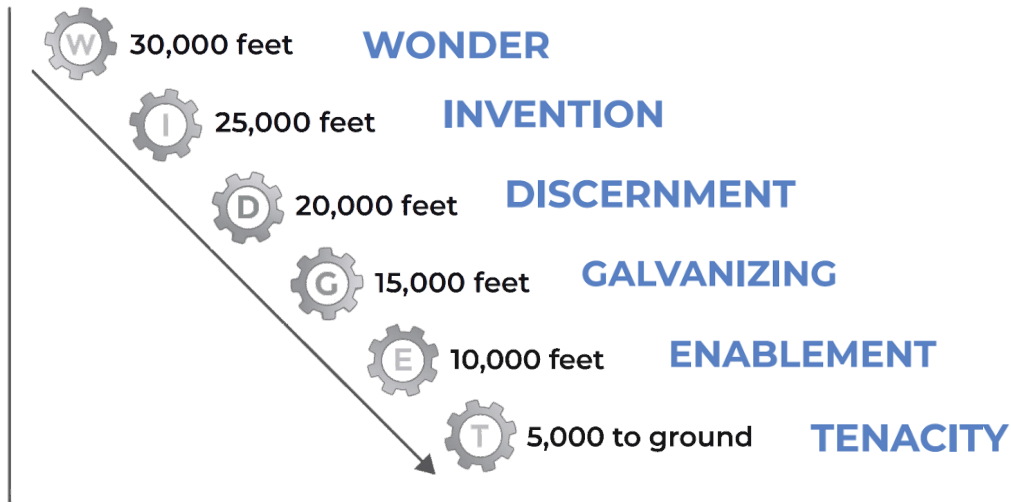
Drives projects and tasks to completion and ensures desired results are achieved

LOW	MED	HIGH

BREAKOUT #1

1. Which of the six do you relate to the most? (highest 2)
2. Which of the six would bring you the least amount of joy/
most frustration? (lowest 2)
3. Do these relate to the opening question of work that feels
easiest? (life-giving) vs difficult (draining)

The Altitude of Geniuses



THE 6 TYPES OF
Working Genius

4 TYPES OF CONVERSATIONS

We tend to have four different types of conversations that serve four different purposes:

1. Brainstorming- new ideas, solutions to problems
2. Decision Making- start to move those ideas into action
3. Rallying the Team- getting ready to launch those ideas
4. Getting it Done- the work needed to see those ideas through!

BRAINSTORMING (20-30K feet)

- Throw ideas against the wall to see what sticks
- 3 Geniuses lend themselves well to this type of conversation (**WID**)
 - **Wonder**- Hey, I wonder if we should do this? Or maybe this?
 - **Invention**- Hey, I have an idea! I can solve this!
 - **Discernment**- Tell me more about it, I don't understand? I think you need more work here...
- Leave this conversation with ideas and possible solutions

DECISION MAKING (20-25K)

- Different than brainstorming- we are leaving Wonder behind and adding some **Galvanizing**
- **Discernment** is the primary Genius used in this type of conversation
- This is about taking our brainstorming ideas and starting to move them into action, which is where Galvanizing comes in

RALLYING THE TEAM (10-20K)

- This is the 'all hands' meeting- Let's get this idea off the ground and get folks excited about it!
- It's a **DEG** meeting but centres around **Galvanizing**- it's their moment, their stage
- Discernment and Enablement are still involved
 - **Discerners** will ask questions and continue to evaluate the launch plan
 - You need **Enablement** folks there to receive it, hear it and get on board

GETTING IT DONE (Ground to 15K)

- We are doing status checks and obstacle clearing
- If we are spending:
 - 15% of our time brainstorming ideas
 - 15% on decision making
 - 15% on getting folks excited and launching it...
- That leaves 55% of the conversation to **GET** it done
- This is where we continue to **Galvanize**, we **Enable** people and tap into our **Tenacity** to execute and get things done

BREAKOUT #2

Think of a recent, frustrating conversation you've had:

- What were you trying to accomplish? (Determine your altitude: Brainstorming, Decision Making, Rallying or Getting it Done)
- Were the two of you at the same altitude?
- What Working Genius do you think you brought to the conversation and were you adding value or perhaps disrupting?

THINGS TO REMEMBER

1. We shouldn't expect to be good at all things- this can lead to guilt
2. We need to realize others aren't good at all things (or the same things as us)- this is where frustration comes in
3. We tend to have a lens based on our Geniuses
4. We need to be aware of how that lens may impact where we take our conversations

Learning Commitment

Putting learning into action.



MAIN POINT TO REMEMBER ABOUT THIS TOPIC

WHAT CAN I START, STOP, OR CONTINUE DOING IN THE
NEXT 30 DAYS TO PUT MY LEARNING INTO ACTION?

WHAT DO I FEEL MIGHT GET IN THE WAY OF HELPING
ME ACHIEVE THIS COMMITMENT?

WHAT IMPACT WILL THIS COMMITMENT HAVE ON
MY LEADERSHIP EFFECTIVENESS?



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