

free working genius assessment

Why You Need a Free Working Genius Assessment to Unlock Your Potential

Introduction

Discovering your innate strengths and talents is a pivotal step towards professional fulfillment and personal growth. Understanding what truly energizes and engages you can transform your approach to work, leading to increased productivity, reduced stress, and a greater sense of purpose. This article delves deep into the concept of "Working Genius" and why a free working genius assessment is an invaluable tool for anyone seeking to identify and leverage their natural abilities. We will explore what the Working Genius Model entails, how to find and interpret a free working genius assessment, and the profound impact it can have on career choices, team dynamics, and overall well-being. Get ready to unlock your true potential and optimize your contribution by understanding your unique working genius.

Table of Contents

- Understanding the Working Genius Model
- Why a Free Working Genius Assessment is Crucial
- How to Find a Free Working Genius Assessment
- Interpreting Your Free Working Genius Assessment Results
- The Six Working Geniuses Explained
- Applying Your Working Genius Insights
- Working Genius and Team Collaboration
- Common Pitfalls to Avoid with Working Genius
- Maximizing Your Working Genius for Career Success
- Conclusion: Embracing Your Free Working Genius

Understanding the Working Genius Model

What is the Working Genius Model?

The Working Genius Model, developed by Patrick Lencioni and the team at The Table Group, is a framework designed to identify the activities that bring individuals energy and joy, and conversely, those that drain them. It posits that everyone has a unique combination of six types of "genius" or natural abilities related to work. These six areas are categorized into two phases: the "Wonder" phase, which involves exploration and ideation, and the "Work" phase, which involves execution and completion. Understanding these different facets of work helps individuals align their roles and responsibilities with their natural inclinations, leading to greater engagement and effectiveness.

The model distinguishes between activities that individuals are gifted at doing (genius), activities they can do but find taxing (competent), and activities they struggle with and that drain their energy (frustration). The core idea is that by focusing on our areas of genius, we can maximize our impact and fulfillment. Conversely, by minimizing or delegating our areas of frustration, we can conserve energy and prevent burnout. This nuanced understanding of work activities is central to the Working Genius framework.

The Two Phases of Work: Wonder and Work

The Working Genius Model divides the work process into two distinct phases: Wonder and Work. The Wonder phase encompasses the initial stages of thinking, ideation, and exploration. It's about identifying opportunities, asking questions, and envisioning possibilities. The Work phase, on the other hand, focuses on the practical aspects of bringing ideas to fruition, from planning and execution to problem-solving and completion. Both phases are essential for any project or endeavor, but individuals tend to naturally gravitate towards and excel in one phase over the other.

Understanding which phase resonates most with you is a critical component of the assessment. Are you someone who thrives on brainstorming new concepts and exploring potential paths? Or do you find greater satisfaction in meticulously planning the steps to achieve a goal and ensuring its successful execution? Recognizing this fundamental inclination can significantly guide your career path and the types of roles you seek.

Why a Free Working Genius Assessment is Crucial

Identifying Your Natural Strengths and Talents

A free working genius assessment serves as a powerful diagnostic tool, illuminating your innate talents and the activities that naturally energize you. Without this self-awareness, individuals often find themselves in roles that don't align with their strengths, leading to dissatisfaction and underperformance. By pinpointing your areas of genius, you gain clarity on what you are naturally gifted at, enabling you to make more informed decisions about your career, projects, and daily tasks. This self-discovery is the first step towards a more fulfilling and productive professional life.

These assessments go beyond general personality tests by focusing specifically on the activities

involved in work. They help you understand why certain tasks feel effortless and enjoyable, while others feel like a constant uphill battle. This insight is invaluable for personal development and for making strategic choices that leverage your inherent capabilities, rather than forcing yourself into molds that don't fit.

Improving Productivity and Engagement

When you are engaged in activities that align with your working genius, you naturally become more productive and enthusiastic. The assessment helps you identify these high-energy activities, allowing you to structure your work life to maximize your time spent in these areas. This increased engagement translates into higher quality output, greater efficiency, and a more positive overall work experience. By minimizing frustration, you also free up mental and emotional energy, which can be redirected towards more impactful and enjoyable tasks.

This isn't about avoiding all difficult tasks, but rather about understanding which tasks are inherently draining and which are energizing. When you're in your zone of genius, challenges are often perceived as opportunities for growth rather than insurmountable obstacles. This shift in perspective is a direct result of working in alignment with your natural capabilities.

Enhancing Team Dynamics and Collaboration

In a team setting, understanding the working genius of each member can revolutionize collaboration. When individuals are aware of their own and their colleagues' strengths, they can delegate tasks more effectively, capitalize on each other's talents, and build more cohesive and high-performing teams. A free working genius assessment provides a common language and framework for discussing roles and responsibilities, fostering mutual understanding and respect. This leads to better project outcomes and a more harmonious work environment.

By recognizing that different people have different working geniuses, teams can avoid common pitfalls like assigning tasks based on seniority or availability rather than natural aptitude. This strategic allocation of work ensures that the right people are doing the right things, leading to greater efficiency and less internal friction. It promotes a culture where everyone's unique contribution is valued.

How to Find a Free Working Genius Assessment

Reputable Sources for Free Assessments

The good news is that accessing a free working genius assessment is more accessible than you might think. Several reputable organizations and websites offer these assessments as a way to introduce individuals to the Working Genius Model and its benefits. These platforms often provide the assessment as a lead magnet or as part of their broader resources for professional development and team building. It's important to seek out these established sources to ensure the accuracy and

validity of the assessment.

Some of the most well-known providers of these types of assessments include The Table Group, which originally developed the model, and various leadership and organizational development consultants who utilize the framework. Many business and productivity blogs also provide links to free versions or simplified versions of the assessment, often with accompanying articles that explain the concepts in detail.

What to Expect During the Assessment

A typical free working genius assessment involves a series of questions designed to gauge your preferences and experiences with various work-related activities. You will likely be asked to rate your enjoyment and proficiency in tasks related to ideation, creation, evaluation, and implementation. The questions are usually straightforward, asking you to reflect on your natural reactions and feelings towards different types of work. The assessment typically takes a short amount of time to complete, often between 10 to 20 minutes.

The format is usually a self-report questionnaire where you rate your level of agreement or preference for certain statements. For instance, you might be asked to rate how much you enjoy brainstorming new ideas, or how much you dislike administrative tasks. The goal is to capture your genuine responses, so honesty and introspection are key to getting the most out of the assessment.

Tips for Taking Your Free Assessment

To get the most accurate and valuable results from your free working genius assessment, it's important to approach it with a reflective mindset. Be honest with yourself about what truly energizes you and what drains you. Try not to overthink the questions; often, your initial, gut reaction is the most telling. Consider activities you genuinely enjoy and those that feel like a chore, even if they are necessary.

- Focus on your natural tendencies rather than what you think you should be good at.
- Reflect on past projects and roles to identify patterns of engagement and energy.
- Avoid trying to "game" the assessment; the goal is self-discovery, not a perfect score.
- Read each question carefully and choose the answer that best reflects your typical experience.
- Take the assessment in a quiet environment where you can focus without distractions.

Interpreting Your Free Working Genius Assessment Results

Understanding Your Genius, Competency, and Frustration

Once you complete your free working genius assessment, you'll receive a breakdown of your results, typically categorizing your activities into three levels: genius, competency, and frustration. Your "genius" activities are those you are naturally gifted at, find energizing, and perform with ease. "Competency" activities are those you can do effectively, but they require effort and don't necessarily provide a significant energy boost. "Frustration" activities are those you find draining, difficult, and where you tend to perform at your lowest capacity.

The interpretation of these results is crucial. It's not just about identifying what you're good at, but also understanding what truly fuels your passion and what depletes your energy reserves. This distinction is vital for making informed decisions about your work and life. For example, you might be competent at many things, but only a few will truly ignite your enthusiasm and lead to peak performance.

The Six Working Geniuses Explained

The Working Genius Model identifies six distinct types of genius, each representing a critical aspect of the work process. These are:

- **Wonder:** The genius of contemplation, asking "why?" and exploring possibilities.
- **Invention:** The genius of ideation, coming up with new concepts and solutions.
- **Discernment:** The genius of evaluation, assessing ideas and making sound judgments.
- **Galvanizing:** The genius of rallying, inspiring and mobilizing others.
- **Enablement:** The genius of supporting, providing help and assistance.
- **Tenacity:** The genius of completion, driving tasks to a successful conclusion.

Understanding each of these specific geniuses allows for a more granular self-assessment and provides a clear language for discussing work contributions.

Decoding Your Unique Combination of Geniuses

Your assessment will likely reveal that you have two areas of "working genius," one area where you are "competent," and three areas where you experience "frustration." This is the standard distribution

within the model. The two areas of genius are where you will find the most natural energy and effectiveness. Your competency area is where you can contribute, but it requires more effort. Your frustration areas are where you should aim to delegate or minimize your involvement to maintain optimal energy levels.

The key is to recognize the interplay between these different areas. It's not about being perfect at everything, but about understanding your unique blend and leveraging it strategically. This understanding empowers you to seek out roles and tasks that play to your strengths and to collaborate with others who complement your weaknesses.

Applying Your Working Genius Insights

Career Alignment and Job Fit

One of the most powerful applications of your free working genius assessment is in aligning your career with your natural talents. By identifying your genius areas, you can actively seek out roles, industries, and projects that are rich in those activities. If your genius lies in Invention and Galvanizing, for instance, you might thrive in roles that involve launching new products, leading innovation teams, or entrepreneurial ventures. Conversely, if Tenacity and Enablement are your strengths, you might excel in roles focused on project management, operations, or providing support services.

Understanding your frustration areas is equally important for career choices. Avoiding roles that are heavily weighted with your frustration activities can prevent burnout and increase job satisfaction. This proactive approach to career planning ensures that your work is not just a means to an end, but a source of genuine energy and fulfillment.

Improving Personal Productivity

Beyond career choices, you can apply your working genius insights to your daily tasks and personal productivity. By consciously allocating more time to your genius activities and seeking ways to delegate or streamline your frustration activities, you can significantly boost your efficiency and reduce feelings of overwhelm. This might involve time blocking, outsourcing certain tasks, or finding more enjoyable ways to approach challenging ones.

For example, if evaluating ideas (Discernment) is a frustration for you, and you have a colleague whose genius is Discernment, consider seeking their input before making important decisions. If brainstorming new possibilities (Invention) is your genius, schedule dedicated time for creative thinking. Making these small, strategic adjustments can have a significant impact on your overall effectiveness and well-being.

Personal Development and Skill Building

While the assessment highlights your natural strengths, it also provides a roadmap for personal development. Your competency areas are fertile ground for growth. By focusing on developing your skills in these areas, you can elevate your performance and potentially unlock new levels of competence. For your frustration areas, the goal isn't necessarily to become a genius, but to find ways to manage these tasks more effectively, perhaps through learning specific strategies or tools.

It's important to remember that working genius is about your natural energy and inclination, not a fixed set of abilities. With conscious effort and the right strategies, you can improve in areas that are currently frustrating for you, or at least manage them more effectively. The assessment provides a baseline, but your growth potential is limitless.

Working Genius and Team Collaboration

Leveraging Individual Geniuses for Team Success

In any collaborative environment, understanding the working genius of each team member is a game-changer. When a team consciously leverages individual geniuses, tasks are assigned based on natural aptitude and energy, leading to increased efficiency, better problem-solving, and higher quality outcomes. This approach moves beyond simply assigning tasks based on who is available or who has the most experience, and instead focuses on who is most naturally suited and energized by the task.

For example, a project requiring significant brainstorming (Invention) and rallying people to the cause (Galvanizing) would benefit from having team members with those geniuses in key roles. Conversely, ensuring a project is meticulously planned and executed to completion (Tenacity and Enablement) requires individuals who excel in those areas. This strategic deployment of talent creates a synergistic effect where the team's collective output far exceeds the sum of its individual parts.

Creating Balanced and Effective Teams

A truly effective team is one that has a balance of all six working geniuses. While individuals have two geniuses, a team ideally has members who collectively cover all six areas. This ensures that no critical phase of work is overlooked and that the team can navigate the entire project lifecycle smoothly, from initial ideation to final delivery. Identifying gaps in a team's collective genius can inform hiring decisions or lead to the strategic development of existing team members.

When teams understand each other's working geniuses, they can proactively offer support in areas where others might struggle. A person with the genius of Wonder might identify a problem, and a person with the genius of Discernment can help evaluate potential solutions, followed by someone with the genius of Galvanizing to bring people together, and finally, someone with Tenacity to ensure it gets done. This collaborative synergy is the hallmark of high-performing teams.

Improving Communication and Conflict Resolution

A shared understanding of working genres can significantly improve communication within a team. When team members recognize that different approaches to work are not a sign of laziness or incompetence, but rather a reflection of different natural talents, it fosters empathy and reduces misunderstandings. This awareness can also be a powerful tool for conflict resolution. Instead of personalizing disagreements, teams can view them through the lens of differing working genres, leading to more constructive dialogue and problem-solving.

For instance, someone whose frustration is Invention might be perceived as overly critical of new ideas. However, understanding that this is their frustration area, and not a personal attack, allows the team to reframe the situation. They can acknowledge the need for evaluation (Discernment) and find ways to support the inventor without stifling their creativity.

Common Pitfalls to Avoid with Working Genius

Confusing Genius with Skill or Passion

It's crucial to differentiate between working genius, innate skill, and passionate interest. You might be highly skilled at a task or passionate about a particular subject, but if that task or subject consistently drains your energy, it's not your working genius. Conversely, something you're naturally gifted at and energized by might not initially feel like a passion, but it can become one as you experience success and fulfillment.

For example, you might be good at writing and have a passion for literature, but if the act of writing itself feels like a constant struggle and drains your energy, it's likely a frustration for you. Your genius might lie in something else entirely, like organizing information or leading discussions, which could then be applied to your passion for literature in a more sustainable way.

Over-reliance on Your Genius Areas

While it's important to leverage your genius, over-relying solely on these areas can create blind spots. There are still essential tasks in any role or project that might fall into your competency or even frustration areas. The goal isn't to avoid all challenging tasks, but to manage them wisely. Developing strategies to cope with or delegate these activities is key. Simply doing only what comes easily will limit your overall growth and impact.

This often means finding ways to tackle frustration tasks more efficiently, perhaps by breaking them down into smaller steps, utilizing specific tools or software, or collaborating with someone who excels in that area. The aim is to minimize the negative impact of frustration, not necessarily to eliminate all tasks outside of your genius.

Ignoring Frustration Areas

Completely ignoring your frustration areas is detrimental to long-term success and well-being. While you should aim to minimize involvement in these activities, you cannot escape them entirely. Proactively identifying your frustration points allows you to develop coping mechanisms or to seek support, rather than being blindsided and depleted by them. Learning to recognize the signs of frustration early can help you take corrective action before burnout sets in.

For instance, if administrative tasks are a frustration, and you can't delegate them, implementing a strict time limit for completing them, or tackling them first thing in the morning when your energy is highest, can be effective strategies. The assessment provides the awareness; the application involves finding practical solutions.

Maximizing Your Working Genius for Career Success

Job Crafting and Role Design

Armed with the insights from your free working genius assessment, you have the power to actively shape your current role or design future roles that are more aligned with your natural talents. This process, known as "job crafting," involves making small, proactive changes to your responsibilities, relationships, or perceptions of your work to increase engagement and satisfaction. It's about subtly shifting the focus of your job to maximize your genius activities.

For example, if you have the genius of Invention but are in a role that primarily involves execution, you could propose leading a brainstorming session for a new project, or volunteer to explore innovative solutions to existing challenges. Even small adjustments can make a significant difference in how energized and fulfilled you feel at work.

Seeking Opportunities for Growth

Your working genius assessment can also guide your personal and professional development. By identifying your competency areas, you can prioritize learning and skill-building in those areas. This allows you to expand your capabilities and become even more valuable in roles that leverage these strengths. For your frustration areas, consider seeking out training or mentorship that can help you develop strategies for managing these tasks more effectively, or identify individuals who can provide support.

Ultimately, the goal is to create a career path that allows you to spend the majority of your time in your genius and competency areas, while effectively managing or delegating your frustration areas. This balanced approach fosters sustained engagement and long-term career success.

Conclusion: Embracing Your Free Working Genius

Understanding your unique working genius through a free working genius assessment is more than just an interesting exercise; it's a strategic imperative for anyone seeking to unlock their full potential. By identifying the activities that naturally energize and fulfill you, you gain invaluable insights into how to structure your work, enhance your productivity, and improve your overall well-being. Leveraging these insights allows for better career alignment, more effective team collaboration, and a more sustainable approach to professional life. Don't underestimate the power of self-awareness; take the step to discover your working genius and embark on a path toward greater engagement, impact, and satisfaction.

Frequently Asked Questions

What is the Free Working Genius assessment and what does it measure?

The Free Working Genius assessment is a tool designed to identify an individual's innate strengths and tendencies in areas of work. It's based on the Six Types of Working Genius model, which categorizes work into six distinct types: Wonder, Invention, Discernment, Galvanizing, Enablement, and Tenacity.

The assessment helps you understand which of these activities you naturally gravitate towards, which you find energizing, and which might be draining.

How can the Free Working Genius assessment benefit my career or personal development?

Understanding your Working Genius can lead to significant benefits. It helps you identify roles and tasks that align with your natural abilities, increasing engagement and reducing burnout. It also provides insights into areas where you might need support from others, fostering better teamwork and collaboration. For personal development, it can guide you in pursuing projects and activities that are fulfilling and leverage your inherent talents.

Is the Free Working Genius assessment truly free, and what's the catch?

Yes, the Free Working Genius assessment is genuinely free to take. The assessment is offered by the Table Group, and while they offer paid services and resources for businesses and individuals, the assessment itself is a gift to help people understand their genius. There's no obligation to purchase anything after taking the assessment.

What are the six Working Geniuses, and what do they represent?

The six Working Geniuses are:

- 1. Wonder: The ability to ponder, question, and explore possibilities.**
- 2. Invention: The ability to create original solutions and ideas.**
- 3. Discernment: The ability to evaluate ideas and assess their potential.**
- 4. Galvanizing: The ability to rally and inspire others to action.**
- 5. Enablement: The ability to provide support and assistance to others.**
- 6. Tenacity: The ability to push projects to completion and see them through.**

How does the Free Working Genius assessment differ from other strengths assessments?

While many strengths assessments focus on skills or personality traits, the Working Genius model specifically focuses on the activities involved in doing work. It differentiates between activities that are energizing (Geniuses), competency-building (Competencies), and draining (Frustrations). This nuanced approach can offer deeper insights into how to structure work for maximum effectiveness and fulfillment.

Can the Free Working Genius assessment be used in a team or organizational setting?

Absolutely. The Working Genius model is particularly powerful in team and organizational settings. When team members understand each other's geniuses, they can better distribute tasks, leverage individual strengths, and create more effective workflows. It helps in building self-aware teams that can intentionally leverage diverse talents to achieve common goals and minimize common frustrations.

Additional Resources

Here are 9 book titles related to the concept of "free working genius assessment," with short descriptions:

1. Discover Your Genius: A Practical Guide to Unlocking Your Unique Talents

This book delves into the core principles of identifying and leveraging individual strengths. It provides actionable strategies for self-discovery and outlines how understanding your innate abilities can lead to greater fulfillment in both personal and professional life. Readers will learn to pinpoint their natural aptitudes and apply them effectively.

2. _The Genius Within: Harnessing Your Innate Creative and Productive Powers_

Exploring the inherent potential within everyone, this title focuses on practical methods for tapping into creative and productive energies. It offers insights into identifying your natural inclinations for work and problem-solving. The book guides readers toward recognizing their unique "genius" and applying it to achieve meaningful outcomes.

3. _Unlocking Your Potential: Identifying and Maximizing Your Strengths_

This book provides a framework for understanding and utilizing personal strengths, emphasizing the importance of self-awareness. It guides readers through exercises and thought processes to identify their innate talents and areas of natural proficiency. The ultimate goal is to empower individuals to leverage these strengths for enhanced performance and satisfaction.

4. _The Giftedness Within: A Guide to Recognizing and Cultivating Your Talents_

This resource explores the concept of "giftedness" as inherent abilities that can be nurtured and developed. It offers practical advice on identifying these innate talents through self-reflection and observation. The book encourages readers to cultivate their unique gifts, leading to greater personal growth and contribution.

5. _Finding Your Flow: The Science of Engagement and Motivation in Work_

While not directly about "genius" assessment, this book is highly relevant as it explores the state of "flow"—optimal engagement and motivation. It explains the psychological underpinnings of being fully immersed and energized in an activity, often a byproduct of using one's natural working genius. Understanding flow can help individuals identify activities where their genius shines.

6. _Workplace Genius: How to Identify and Maximize Your Team's Natural Abilities_

This title focuses on applying the concept of identifying natural abilities within a professional context. It provides tools and methodologies for managers and individuals to understand the unique talents of team members. The book emphasizes how recognizing and utilizing these "workplace geniuses" can significantly boost team performance and collaboration.

7. _The Power of Your Calling: Finding Purpose and Passion in Your Work_

This book connects the idea of innate abilities to a sense of purpose and calling. It guides readers on how to discover what truly drives them by identifying their natural inclinations and passions. The underlying message is that aligning one's work with their innate "genius" leads to a more fulfilling and impactful career.

8. _Your Unique Contribution: Discovering and Deploying Your Innate Strengths_

This book offers a practical approach to self-discovery, focusing on identifying and effectively utilizing one's innate strengths. It guides readers through a process of recognizing their natural talents and how these can be applied to make a unique contribution. The emphasis is on actionable steps to leverage these inherent abilities for personal and professional success.

9. _The Talent Code: Greatness Isn't Born. It's Grown. Here's How_

While this book focuses on the development of talent, it implicitly supports the idea of innate potential. It explores the critical elements of deep practice, immersion, and passion that allow individuals to cultivate their abilities. By understanding how talent grows, readers can better appreciate and nurture their natural inclinations, akin to a working genius.

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