

6 types of working genius free assessment

Discovering your innate abilities is a powerful step towards greater fulfillment and effectiveness, both personally and professionally. This comprehensive guide explores the concept of "Working Genius" and delves into the practical application of understanding the 6 types of working genius, with a particular focus on how to access a **free assessment** to unlock this valuable self-knowledge. We'll unpack each of the six working geniuses, explain how they contribute to team success, and provide you with actionable insights on how to leverage your own genius. Whether you're seeking to improve team dynamics, boost productivity, or simply gain a deeper understanding of yourself, exploring the 6 types of working genius through a free assessment is an invaluable journey.

- Introduction to Working Genius
- Understanding the 6 Types of Working Genius
- The Importance of a Working Genius Assessment
- How to Access a Free Working Genius Assessment
- Deep Dive into Each of the 6 Working Geniuses
 - Wondering: The Genius of Wonder
 - Inventing: The Genius of Invention
 - Discernment: The Genius of Discernment
 - Galvanizing: The Genius of Galvanizing
 - Enablement: The Genius of Enablement
 - Tenacity: The Genius of Tenacity
- The Benefits of Knowing Your Working Genius
- Leveraging Your Working Genius in Teams
- Common Questions About Working Genius Assessments
- Conclusion: Embracing Your Working Genius

What is Working Genius? Understanding the Framework

The Working Genius framework, developed by Patrick Lencioni, is a powerful tool designed to help individuals and teams understand their innate talents and how they best contribute to work. It moves beyond traditional personality tests by focusing specifically on the work itself and the different stages involved in bringing an idea to fruition. The core premise is that everyone possesses a unique combination of these working geniuses, and by understanding these, individuals can align their roles and tasks with what energizes them, leading to greater job satisfaction and productivity. This framework identifies six distinct types of working genius that are essential for any project or initiative to succeed.

Exploring the 6 Types of Working Genius: A Comprehensive Overview

The Working Genius model breaks down the process of work into six distinct areas of potential contribution. Each of these represents a type of genius, a natural inclination and energy source for individuals. Understanding these six types is crucial for self-awareness and for fostering effective collaboration within teams. By recognizing these geniuses, individuals can identify what energizes them, what frustrates them, and how they can best contribute to collective goals. The framework emphasizes that everyone has varying levels of proficiency and enjoyment across these six areas, leading to the identification of our "working geniuses," "working competencies," and "working frustrations."

The Importance of a Working Genius Assessment

A Working Genius assessment is a vital tool for unlocking self-awareness and optimizing professional contributions. It provides a structured way to identify your natural inclinations and areas where you tend to experience energy and flow, as well as those that drain you. Without this understanding, individuals might find themselves stuck in roles that don't align with their innate talents, leading to burnout and dissatisfaction. The assessment helps clarify where you can add the most value and where you might need support from others whose geniuses complement yours. It's more than just a self-discovery exercise; it's a practical guide for strategic career development and team building.

By taking a Working Genius assessment, you gain clarity on several key aspects of your professional life. You learn about what tasks naturally energize you, allowing you to seek out or create roles that tap into these strengths. Conversely, you also identify tasks that are likely to be frustrating or draining, which helps you delegate or collaborate more

effectively. This self-knowledge is fundamental for personal growth and for building high-performing teams where each member's unique contributions are recognized and valued. It moves the conversation beyond skills and experience to the fundamental drivers of engagement and effectiveness.

The Benefits of Knowing Your Working Genius

The advantages of understanding your specific working genius are far-reaching and impactful. Primarily, it leads to increased job satisfaction and engagement. When you're working within your genius, tasks feel less like work and more like an expression of your natural talents. This, in turn, boosts productivity and creativity. For teams, knowing the working geniuses of each member allows for more strategic task allocation, ensuring that the right people are working on the right things. This leads to greater efficiency, reduced conflict, and a more positive and collaborative work environment.

Furthermore, identifying your working genius can significantly impact career development. It provides a clear direction for pursuing roles and projects that will be most fulfilling and impactful. It also helps in building stronger relationships with colleagues by fostering mutual understanding and appreciation for each other's contributions. When individuals are empowered to work within their genius, they are more likely to be innovative, resilient, and committed to their work. This creates a ripple effect of positivity and high performance throughout an organization.

Leveraging Your Working Genius in Teams

Effectively leveraging your working genius within a team setting is about optimizing collective potential. When team members understand each other's geniuses, they can consciously delegate tasks and responsibilities in a way that plays to each person's strengths. This not only ensures that work is done efficiently but also that individuals feel valued and energized. For instance, someone with the genius of Galvanizing can be crucial in rallying the team around a project, while someone with Tenacity ensures that the project is seen through to completion. This strategic alignment minimizes friction and maximizes output, creating a synergistic environment.

Moreover, understanding the full spectrum of the 6 types of working genius allows teams to identify potential blind spots or areas where they might struggle. By recognizing these, a team can proactively seek out external support or develop strategies to mitigate these challenges. The goal is not to have everyone excel in all six areas, but to have a team where all six geniuses are represented and actively utilized. This conscious effort to leverage individual strengths leads to greater innovation, problem-solving, and overall success for the team.

How to Access a Free Working Genius Assessment

Fortunately, accessing a Working Genius assessment does not have to be a costly endeavor. Several platforms offer free versions of the assessment, making this valuable self-discovery tool accessible to everyone. These free assessments typically involve a series of questions designed to gauge your preferences and inclinations regarding various work-related activities. The results will then categorize your abilities across the six working geniuses, providing you with insights into your areas of strength, competency, and potential frustration. It's a straightforward process that can yield profound self-understanding.

The most direct way to find a free assessment is to visit the official website of The Wiseman Group, the creators of the Working Genius framework. They often provide opportunities for individuals to take the assessment at no cost, especially for those seeking personal development. Additionally, many organizational development consultants and coaches who utilize the Working Genius framework may offer free introductory assessments as part of their services or promotional efforts. Keeping an eye on relevant industry publications and professional development blogs can also lead you to these free resources. The key is to look for official or reputable sources to ensure the accuracy and integrity of the assessment.

Where to Find Free Working Genius Assessments Online

There are several reputable online sources where you can find a free Working Genius assessment. The primary and most trusted source is often the official website of The Wiseman Group, where the framework originated. They may offer a free version for individual use or as part of introductory materials. Many business consultants and organizations that specialize in team development and leadership training also provide free access to the assessment, either as a standalone tool or as part of a broader package of resources. Searching for terms like "free working genius test" or "6 types of working genius free assessment" on search engines will yield numerous results.

It's advisable to ensure that the assessment you choose is directly linked to or based on the original Working Genius model developed by Patrick Lencioni. This will guarantee that you receive accurate and insightful results aligned with the established framework. Some platforms might offer similar but distinct models, so verifying the source is important for reliable insights into the 6 types of working genius.

What to Expect from a Free Assessment

When you take a free Working Genius assessment, you can anticipate a series of questions that explore your preferences and experiences with different types of work activities. These questions are designed to identify what energizes you, what you're good at, and what tends to drain your energy. The

assessment typically takes around 15-20 minutes to complete. Upon completion, you will receive a report that categorizes your "working genius," your "working competency," and your "working frustration" for each of the six types of working genius.

Your "working genius" represents the activities that are most energizing and inherently fulfilling for you. Your "working competency" are tasks you can do well but don't necessarily energize you. "Working frustrations" are activities that tend to drain you and are best avoided or delegated. Understanding these distinctions is key to maximizing your effectiveness and satisfaction in any role, especially when aiming to leverage the insights gained from a free 6 types of working genius assessment.

Deep Dive into Each of the 6 Working Geniuses

Understanding each of the six working geniuses in detail is crucial for applying the framework effectively. Each genius plays a distinct role in the process of bringing an idea to life, from initial conception to final execution. By recognizing these distinct contributions, individuals can better understand their own preferences and identify how they can best support team efforts. The model highlights that all six are necessary for success, though individuals will naturally gravitate towards certain geniuses more than others.

Wondering: The Genius of Wonder

The genius of Wonder is characterized by a natural inclination to ask questions, explore possibilities, and identify problems or opportunities that need attention. People with this genius are often the first to spot unmet needs or areas for improvement. They possess a deep curiosity and enjoy exploring the "why" behind things. Their contribution lies in initial exploration and the identification of potential areas for innovation or change. They are the questioners, the curious minds that spark new directions.

Individuals with the genius of Wonder thrive when given the space to explore and ponder. They are not necessarily driven to find immediate solutions but are motivated by the process of discovery and the identification of the unknown. In a team setting, they are invaluable for their ability to challenge assumptions and to bring fresh perspectives, preventing stagnation and ensuring that the team is addressing the most relevant issues.

Inventing: The Genius of Invention

The genius of Inventing is focused on creating original solutions and developing new ideas or concepts. People with this genius are the builders,

the innovators who translate curiosity into tangible possibilities. They enjoy the process of brainstorming and generating novel approaches to problems. Their contribution is the creation of new paths and the development of unique strategies that move beyond the status quo. They are the architects of new possibilities.

Those who possess the genius of Inventing are energized by the act of creation. They can often see multiple solutions to a problem and enjoy the challenge of conceptualizing something entirely new. In a team, their ability to generate original ideas is crucial for innovation and for finding creative ways to overcome obstacles. They are the ones who can envision what has never been done before.

Discernment: The Genius of Discernment

The genius of Discernment involves the ability to intuitively assess situations, ideas, and people, offering wise counsel and making sound judgments. Individuals with this genius possess a strong sense of intuition and are adept at evaluating the viability and potential impact of ideas. They are the evaluators who provide critical feedback and help refine concepts. Their contribution is ensuring that ideas are practical, well-considered, and aligned with objectives. They act as the trusted advisors.

People with the genius of Discernment are natural critical thinkers. They can often sense whether an idea is truly viable or if it has hidden flaws. They are not necessarily inventing new ideas themselves but are skilled at refining and improving existing ones through insightful analysis. In a team, their ability to provide thoughtful feedback and wise counsel can save valuable time and resources by steering the team toward the most promising paths.

Galvanizing: The Genius of Galvanizing

The genius of Galvanizing is about inspiring and motivating others to take action and embrace new ideas. Individuals with this genius are natural leaders and communicators who can rally people around a common vision. They possess the ability to create enthusiasm and build momentum. Their contribution is the crucial step of energizing the team and driving commitment to a course of action. They are the catalysts for progress.

Those who are gifted with Galvanizing have a knack for persuasion and for building excitement. They can articulate a vision in a way that resonates with others and encourages them to get involved. In a team context, their ability to inspire and mobilize is essential for ensuring that projects move forward with energy and commitment, overcoming inertia and fostering a shared sense of purpose.

Enablement: The Genius of Enablement

The genius of Enablement is focused on responding to the needs of others and providing the necessary support to help them succeed. People with this genius are highly attuned to the requirements of their colleagues and are proactive in offering assistance, resources, or encouragement. Their contribution is to empower others and ensure that they have what they need to perform at their best. They are the supporters and facilitators.

Individuals with the genius of Enablement are driven by a desire to help others thrive. They are often excellent listeners and are skilled at anticipating needs. In a team, their ability to provide timely and effective support is critical for removing roadblocks and ensuring that team members can execute their tasks smoothly and efficiently, fostering a culture of mutual support and shared success.

Tenacity: The Genius of Tenacity

The genius of Tenacity is characterized by a commitment to completing tasks and pushing projects through to fruition. People with this genius are persistent, diligent, and focused on execution and follow-through. They ensure that work is done thoroughly and that deadlines are met. Their contribution is the critical final push that brings projects to a successful conclusion, overcoming any lingering obstacles. They are the finishers.

Those who possess the genius of Tenacity are driven by a sense of completion and a desire for quality execution. They are often detail-oriented and have a strong work ethic. In a team setting, their unwavering commitment to seeing tasks through to the end is essential for ensuring that projects are not only started but also successfully completed, bringing them to a satisfactory and impactful conclusion.

The Benefits of Knowing Your Working Genius

The advantages of understanding your specific working genius are far-reaching and impactful. Primarily, it leads to increased job satisfaction and engagement. When you're working within your genius, tasks feel less like work and more like an expression of your natural talents. This, in turn, boosts productivity and creativity. For teams, knowing the working geniuses of each member allows for more strategic task allocation, ensuring that the right people are working on the right things. This leads to greater efficiency, reduced conflict, and a more positive and collaborative work environment.

Furthermore, identifying your working genius can significantly impact career development. It provides a clear direction for pursuing roles and projects that will be most fulfilling and impactful. It also helps in building stronger relationships with colleagues by fostering mutual understanding and

appreciation for each other's contributions. When individuals are empowered to work within their genius, they are more likely to be innovative, resilient, and committed to their work. This creates a ripple effect of positivity and high performance throughout an organization.

Leveraging Your Working Genius in Teams

Effectively leveraging your working genius within a team setting is about optimizing collective potential. When team members understand each other's geniuses, they can consciously delegate tasks and responsibilities in a way that plays to each person's strengths. This not only ensures that work is done efficiently but also that individuals feel valued and energized. For instance, someone with the genius of Galvanizing can be crucial in rallying the team around a project, while someone with Tenacity ensures that the project is seen through to completion. This strategic alignment minimizes friction and maximizes output, creating a synergistic environment.

Moreover, understanding the full spectrum of the 6 types of working genius allows teams to identify potential blind spots or areas where they might struggle. By recognizing these, a team can proactively seek out external support or develop strategies to mitigate these challenges. The goal is not to have everyone excel in all six areas, but to have a team where all six geniuses are represented and actively utilized. This conscious effort to leverage individual strengths leads to greater innovation, problem-solving, and overall success for the team.

Common Questions About Working Genius Assessments

Many individuals embarking on the journey of understanding their Working Genius have common questions. One of the most frequent is about the accuracy and reliability of free assessments. It's important to note that while free versions offer valuable insights, paid versions or those administered by certified professionals may offer a more in-depth analysis and personalized feedback. Another common question revolves around whether one can have more than one working genius. The framework suggests that individuals typically have two "working geniuses" – areas of peak energy and talent – and two "working competencies" – areas where they are competent but not necessarily energized.

People often ask how to interpret their results. The key is to look at which of the 6 types of working genius you identify most strongly with in terms of enjoyment and energy. Your "working frustrations" are equally important, as understanding these can help you delegate or avoid tasks that are likely to lead to burnout. Finally, many wonder how to apply this knowledge. The answer lies in proactive communication within teams and a conscious effort to seek

out or create roles and responsibilities that align with your identified working geniuses.

Conclusion: Embracing Your Working Genius

Understanding the **6 types of working genius** through a free assessment is a powerful catalyst for personal growth and team effectiveness. By identifying what naturally energizes and motivates you, you can unlock higher levels of engagement, productivity, and job satisfaction. This framework provides a clear roadmap for leveraging your unique talents and appreciating the diverse contributions of others. Embracing your working genius is not just about self-discovery; it's about actively shaping your work life to be more fulfilling, impactful, and aligned with your innate abilities. Start exploring the 6 types of working genius today and embark on a journey toward greater professional success and personal well-being.

Frequently Asked Questions

What are the 6 types of working genius?

The 6 types of working genius are Wonder, Invention, Discernment, Galvanizing, Enablement, and Tenacity.

How does the 'Working Genius' assessment work?

The assessment involves rating a series of statements about tasks you perform to identify your dominant 'geniuses,' areas where you are energized and effective, and 'frustrations,' where you are drained and struggle.

Why is understanding your Working Genius important?

Understanding your Working Genius helps you identify roles and tasks where you will be most engaged, productive, and fulfilled, leading to greater job satisfaction and team effectiveness.

Can I have more than one Working Genius?

Yes, individuals typically have a 'working genius' in two areas, a 'competency' in two areas, and a 'frustration' in two areas.

What's the difference between 'Wonder' and 'Invention' genius?

'Wonder' is about asking questions and exploring possibilities, while 'Invention' is about creating solutions and new ideas.

How can 'Discernment' and 'Galvanizing' genius be applied in a team?

'Discernment' helps teams evaluate ideas and make sound decisions, while 'Galvanizing' rallies people around a vision and inspires action.

What does it mean to have 'Enablement' and 'Tenacity' as working geniuses?

'Enablement' is about providing support and resources to help others succeed, and 'Tenacity' is about pushing projects to completion and overcoming obstacles.

Are the 'working genius' types fixed, or can they change?

While your core genius tends to be consistent, your competencies and how you express them can evolve with experience and conscious effort.

Where can I find a free assessment for the 6 types of Working Genius?

You can typically find free or trial versions of the Working Genius assessment through resources related to the Table Group, which developed the model, or through various leadership and organizational development platforms.

Additional Resources

Here are 9 book titles related to the 6 Types of Working Genius, with descriptions:

1. The Advantage: Why Organizational Health Trumps Everything Else in Business

This book explores the concept of organizational health as the primary driver of business success. It delves into how clarity, communication, and a focus on people can create a thriving environment. The authors argue that by fostering the right culture, businesses can unlock the potential of their employees.

2. The Five Dysfunctions of a Team: A Leadership Fable

This popular business fable presents a framework for understanding and overcoming common team challenges. It identifies five key dysfunctions that hinder performance, from absence of trust to inattention to results. The book offers practical guidance for leaders on how to build cohesive and effective teams.

3. _StrengthsFinder 2.0_

This guide helps individuals discover and leverage their unique talents and strengths. It provides a framework for identifying what you do best and how to apply those strengths in both your personal and professional life. The book emphasizes the power of focusing on what is right with people rather than what is wrong.

4. _Drive: The Surprising Truth About What Motivates Us_

This influential book examines the science behind motivation, arguing that autonomy, mastery, and purpose are the key drivers of engagement. It challenges traditional reward systems and offers insights into creating environments where individuals can thrive. The core message is that intrinsic motivation leads to greater creativity and performance.

5. _Team of Teams: New Rules of Engagement for a Massive and Complex World_

This book outlines how a traditional military command structure was transformed into a more agile and effective "team of teams." It focuses on the importance of shared consciousness, decentralized decision-making, and empowering individuals. The principles discussed are highly relevant for organizations navigating complex and rapidly changing environments.

6. _The Six Types of Working Genius: A Simple Framework for Finding Meaning in Your Work_

While the assessment itself is a tool, this title directly points to the foundational work. This book, likely to be the primary source, would detail the specific genius types, explain their origins, and provide practical advice on how to identify and leverage them. It would offer strategies for individuals and teams to optimize their contributions.

7. _Start With Why: How Great Leaders Inspire Everyone to Take Action_

This book explores the impact of a clear and compelling "why" on leadership and organizational success. It argues that understanding and articulating the purpose behind your work is crucial for inspiring others. The author emphasizes that people don't buy what you do, they buy why you do it.

8. _Radical Candor: Be a Kick-Ass Boss Without Losing Your Humanity_

This book provides a framework for giving and receiving feedback that is both caring and challenging. It promotes direct and honest communication as a means to foster growth and improve performance. The core principle is to balance the desire to support individuals with the need to push them to be their best.

9. _The Art of Possibility: Transforming Your Reality_

This inspirational book explores how to approach life and work with a mindset of openness and possibility. It offers a collection of inspiring stories and practical exercises designed to help individuals unlock their creative potential. The authors encourage a shift in perspective to embrace challenges as opportunities.

6 Types Of Working Genius Free Assessment

6 Types Of Working Genius Free Assessment

Related Articles

- [6 second ecg strip practice](#)
- [90s and 2000s movie trivia questions and answers](#)
- [a guide to crisis intervention 6th edition](#)

[Back to Home](#)