

Episode #30: The 6 Types of Working Genius, Part 2

Welcome to THE CAREER ACCELERATOR, the podcast where corporate managers will find tips and tools to deliver results through others.

Hello. Today I want to share how you can apply “The 6 Types of Working Genius” model to improve your team’s performance.

I’m your host, coach Percy Cannon.

In our last episode I introduced you to Patrick Lencioni’s new model, “The 6 Types of Working Genius.” The premise behind the model is that, when it comes to work, everyone has a set of skills they are naturally good at and which give them joy and energy. Lencioni calls this skill set your “genius.”

I explained what each of these six geniuses is:

1. The first one is the Genius of Wonder: People with this genius thrive by constantly asking WHY. They question whether things could be improved in the world that surrounds them.
2. The second genius is the Genius of Invention: This type of genius is all about creativity. People who have it love to generate new ideas and solutions to problems like those identified by people with the Genius of Wonder. But Inventors often require somebody to challenge their creation.
3. And that’s the Genius of Discernment: People with this type of genius have amazing instincts. They connect the dots.
4. Once a good idea is solid enough, they need someone with the Genius of Galvanizing: This type of genius is about bringing energy and movement to an idea or decision. They however need somebody on the receiving end of their promoting...
5. ... which takes us to the fifth type of genius, the Genius of Enablement: People with this gift get things lifted off the ground. They are quick to respond to the needs of others by offering their cooperation and assistance with a project, program or effort.
6. But organizations also need the sixth and last genius, the Genius of Tenacity: Tenacity is all about pushing things across the finish line. They build on the work done by the Enablers to ensure that a project, program or effort is taken to completion and achieves the desired result.

I covered how you can personally apply this model to your work by leveraging Lencioni’s online assessment to understand where you stand on these six types of genius.

Today I will cover how you can apply this model to your team.

By definition, this model creates a sequential interdependency for accomplishing any type of work. Each type of genius receives and/or gives something to the adjacent types, creating a typical workflow found in most teams and groups of people trying to accomplish a specific project or task. The model starts at the Ideation stage, composed of the genius of Wonder and Invention, then moves to Activation, where the Discernment and Galvanizing occurs, and finishes with Implementation by people with Enablement and Tenacity.

You and your team can increase your productivity, morale and likelihood of success by having each team member complete the online assessment, mapping out the team's geniuses and identifying, discussing and addressing any serious individual and/or team shortfalls.

What kind of gaps might you encounter in a team that is not diverse enough in terms of the six types of working genius? One way to analyze this is to look at the problems that teams may face when they lack one of the areas of genius:

1. Teams underrepresented in the Genius of Wonder will often fail to identify serious issues or take advantage of major opportunities. They don't take the time to collectively ponder and discuss what is going on in their environment. They would rather concentrate on getting things done. Without Wonder, a team may focus too much on being efficient, and not necessarily on being effective.
2. If Invention is missing, a team may find itself constantly reassessing the same problems and challenges. They may get irritated by the lack of progress being made. Without Invention, a team may continue to rely on the same product or service, expecting that it will somehow work out in the future.
3. When a team is light on the Genius of Discernment, it can find itself suffering high rates of failure in new initiatives. They often experience tension and finger-pointing between the people who come up with the new initiatives and those in charge of executing them.
4. If Galvanizing is underrepresented, teams will often fail to act on initiatives that once seemed so promising. Without Galvanizing, teams fail to generate the enthusiasm and motivation necessary to get new programs up and running in a successful way.
5. When a team is underrepresented in the Genius of Enablement, it will experience a lack of enthusiasm and solidarity, leaving programs and projects to fade. Good ideas can fail to get traction, leaving team members feeling disheartened.
6. Lastly, a team low on the Genius of Tenacity will often fail to complete projects according to the desired criteria, or they may not be completed at all. Their energy and focus fades as soon as a project drops its novelty and people move on to the next venture.

If you and your team want to be transformed by using "The Six Types of Working Genius", I invite you to get started by taking the assessment at Lencioni's website: www.tablegroup.com. Use the introductory promotional code ATTHETABLE in CAPS, no spaces in-between, at checkout, to get a 50% discount.

You can then leverage this information to understand how well the six geniuses are covered by your team and address any potential shortfalls.

You can also email me at percy@cannon.consulting and I'll direct you to the right place.

I hope you enjoyed today's episode. In the next one, I will share insights from the book *Essentialism: The Disciplined Pursuit of Less*, by Greg McKeown.

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This is coach Percy Cannon, working to help you *make the rest of your life...the best of your life*®.

Percy's BIO

Percy provides corporate managers and leadership teams with customized coaching programs that help them develop the skills and capabilities needed to significantly increase their business results through others and accelerate their career growth.

Percy is an "alumnus" from three multinational corporations, Procter & Gamble, IBM & Microsoft, with whom he spent close to three decades.

Since 2011 he has been helping corporate executives, managers and employees *make the rest of their life...the best of their life*®.

Percy has worked in the United States and across several countries in Latin America as an Executive Coach, Leadership Team Consultant and Keynote Speaker, serving companies such as Microsoft, Procter & Gamble, Citibank, Tiffany & Avianca.

Percy is a Certified Professional Coach from Wainwright Global, Authorized Partner for "The Five Behaviors of a Cohesive Team" and "Everything DiSC" and certified as a "Go-Giver" speaker & coach.

He published his first book in 2012-13 in English (*The Business Apostolate: Insights to Define and Achieve Your Mission in Life*) and in Spanish (*El Negocio Más Grande de su Vida*).

Percy is a Consulting Partner with Grupo Azimuth and the Chapter Director for the COO Forum in Southeast Florida.

He has lived in 9 different cities and 5 countries, and speaks English, Spanish and Portuguese fluently.

Percy is married, has 3 children and 6 grandchildren, and is a passionate runner & reader.

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