

## **Episode #49: How to Improve Your Own and Your Team's Productivity**

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

In today's podcast I suggest how you can apply "The 6 Types of Working Genius" model to your work, both as an individual and in your team.

I'm your host, coach Percy Cannon.

In our last episode I suggested three strategies to help you build a culture of effective teamwork in the still total or partial remote work environment you may be experiencing today and in the future. I built on the recent whitepaper produced by Wiley titled *Closing the Virtual Teamwork Skills Gap*.

**Their overall conclusion was that employees are struggling with the critical skills that make teamwork effective: connecting and communicating with colleagues.**

They shared three strategies to help you build a culture of effective teamwork:

1. **Building effective teamwork skills requires self-discovery.** When each employee develops self-awareness around their own personalities and behaviors, they become empowered to "team" in a way that feels meaningful to them.
2. **Like any skill, practice makes perfect.** When employees at all levels are equipped with the essential skills of effective teamwork, they can move seamlessly from team to team.
3. **Effective teamwork begins with trust,** especially for new employees, who face considerable difficulty generating trust with peers whom they have only met remotely and with whom they interact with through one or more virtual teams.

The bottom line is that remote and flexible workplaces are here to stay, and so, too, is the negative impact of ineffective teamwork—unless leaders invest in equipping employees across their organization with the skills to "team" effectively.

Today I want to share with you two concrete applications of "The 6 Types of Working Genius" model to your work.

Before doing this, I want to give you a quick overview of this model, developed by the bestselling author Patrick Lencioni, and in which I recently became certified.

Have you ever wondered why you feel like you could spend an endless amount of time doing certain tasks at work? And why there are others that you just do not enjoy doing? What if you knew which tasks fall into the first camp, those that you enjoy doing, and which land in the second one, those that frustrate you?

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.” Instead of guessing what your genius is, Lencioni’s model will help you understand how to discover your genius and implement it in your work.

“The 6 Types of Working Genius” are:

1. Wonder, where you ponder things and identify the need for change.
2. Invention, where you come up with a solution or an idea that solves that need.
3. Discernment, where you push back on the bad ideas and celebrate the good ones.
4. Galvanizing, where you get everybody excited and ready to move behind the solution or idea.
5. Enablement, where you help move things forward.
6. Tenacity, where you drive it across the finish line and ensure successful results.

**The first application of this model is to you as a leader.** Once you understand which set of skills you are good at, and which frustrate you, you can leverage this self-awareness in the different aspects of your work. For example, if you are good at DISCERNING the proposals of others but lack the creativity to come up with solutions to problems, you can empower those employees who do have the genius of INVENTION to brainstorm alternatives to business challenges, and then have you sift through their proposals.

At the same time, you should try to regulate your DISCERNMENT genius so you don’t exercise it at the wrong time. In the previous example, it may help you to abstain from participating in creative brainstorming sessions or stay quiet through them. You don’t want to torpedo their session by DISCERNING their ideas before their brainstorming process is complete.

**The second application of this model is for teams.** Three basic stages of work apply to any successful venture or project. They are Ideation, Activation, and Implementation.

1. IDEATION is about identifying a need and coming up with the idea of how to solve that problem.
2. ACTIVATION involves assessing the workability of the idea or solution, and getting people excited about it.
3. IMPLEMENTATION includes inspiring the team to execute the project or initiative until it is accomplished and meets the desired outcome.

Your team may be experiencing one of these three potential gaps in the basic stages of work:

1. New products and problem solutions are being IDEATED. They are all well IMPLEMENTED but are not producing the desired results. In this case, your team may have a gap in ACTIVATION, triggered by failure to adequately evaluate and refine ideas and initiatives, or not generating excitement and momentum around them.
2. New products and problem solutions are being IDEATED. Good and bad ideas are adequately filtered, and the chosen ones are ACTIVATED, getting everybody excited and

ready to move behind them. If the desired results are still not being achieved, the team may be failing in the IMPLEMENTATION stage. They may lack the help and support to get the initiatives off the ground or are failing to complete them.

3. The absence of IDEATION, caused by being too busy or slow to identify big opportunities and problems, or being unable to innovate. Your team may be just recycling old ideas and products.

The absence or deficiency in any of these three stages of work can be derailing the quality and quantity of your team outcomes.

A first step to addressing this is by generating a team map of the underlying geniuses of the team members. All six geniuses are required to get work done, but not all teams have full representation of the six working geniuses.

Once the gaps have been identified, you may address them by rethinking the roles of the team members, seeking the inclusion of employees from other teams, or even hire new members with the desired set of geniuses.

Related to the last point, on top of the regular job descriptions you currently use, you can add the datapoint of their working genius as an extra criterion for hiring. To do this, you can leverage the short 15-minute self-assessment available at [www.workinggenius.com](http://www.workinggenius.com).

Summarizing, “The Six Types of Working Genius” model can help you and your team members understand the set of skills in which you and they are naturally good at, and in which you and they are not good at and can generate a certain level of frustration. As a result of this process, your and your team’s productivity will be greatly enhanced, especially when mapping out potential gaps within the three stages of work: IDEATION, ACTIVATION and IMPLEMENTATION.

If you and your team want to be transformed by using “The Six Types of Working Genius,” schedule a free consultation call with me through my [percy@cannon.consulting](mailto:percy@cannon.consulting) email or by visiting my website at [www.cannon.consulting](http://www.cannon.consulting).

In our next episode I will share tips to accelerate your career growth, gathered from the excellent book *Relentless* by Tim Grover.

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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

Are you an executive or manager in a large corporation who wants to accelerate your career growth and promotability? Percy provides corporate executives, 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, DSM, Farmatodo & Avianca.

Percy is a Certified Professional Coach from Wainwright Global, Authorized Partner for "The Five Behaviors of a Cohesive Team" and "Everything DiSC", a certified "Go-Giver" speaker & coach, and a CAPA PRO member, the official consultant and practitioner alliance for several methodologies from best-seller author Patrick Lencioni (e.g., “Organizational Health”, “The Ideal Team Player”, “The 6 Types of Working Genius”, “The Truth About Employee Engagement” and others).

Percy 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). He launched his first iPhone & iPad application, LifePlan, in English & Spanish, in 2016, and his podcast, [The Career Accelerator](#), in May 2020.

He is a consulting partner at 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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