

Increase School Morale and Productivity Using Working Genius

— THE 6 TYPES OF — Working Genius

The Truth About Employee Engagement



ANONYMITY

People cannot be fulfilled in their work if they are not known. All human beings need to be understood and appreciated for their unique qualities by someone in a position of authority. People who see themselves as invisible, generic or anonymous cannot love their jobs, no matter what they are doing.



IRRELEVANCE

Everyone needs to know that their job matters, to someone. Anyone. Without seeing a connection between the work and the satisfaction of another person or group of people, an employee simply will not find lasting fulfillment. Even the most cynical employees need to know that their work matters to someone, even if it's just their boss.



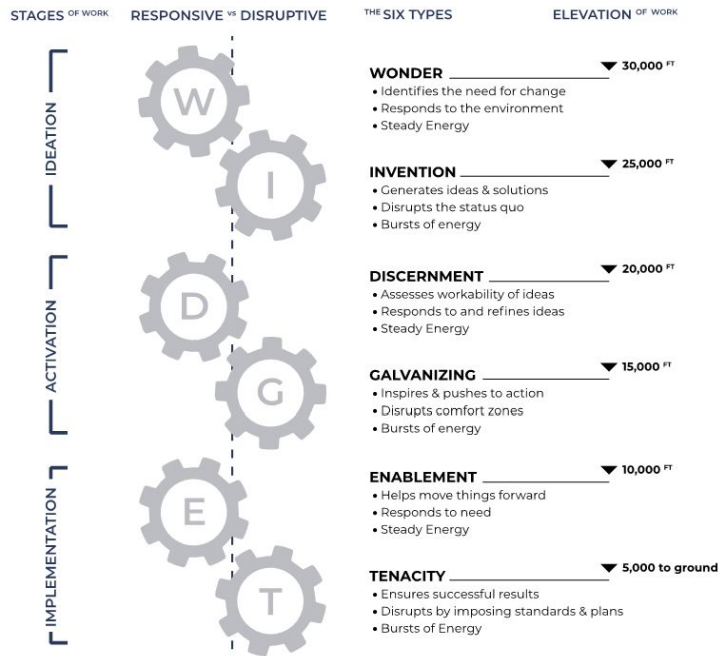
IMMEASUREMENT

Employees need to be able to gauge their progress and level of contribution for themselves. They cannot be fulfilled in their work if their success depends on the opinions or whims of another person, no matter how benevolent that person may be. Without tangible means of assessing success or failure, motivation eventually deteriorates as people see themselves as unable to control their own fate.

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All-In-One Model



THE 6 TYPES OF Working Genius

Team Map

St. Elsewhere Leadership Team

	Working Genius	Working Competency	Working Frustration
Alexander	E G	T I	W D
Brenda	E W	D I	T G
Bob	T W	D E	G I
Carrie	I T	E D	W G
Don	E T	W D	G I
Fr. Ted	T G	D W	E I
Nathan	W T	I D	E G
Patty	W E	T D	I G



Wonder

Genius	Frustration
Brenda	Alexander
Bob	Carrie
Nathan	
Patty	

Invention

Genius	Frustration
Carrie	Bob
	Don
	Fr. Ted
	Patty

Discernment

Genius	Frustration
	Alexander

Galvanizing

Genius	Frustration
Alexander	Brenda
Fr. Ted	Bob
	Carrie
	Don
	Nathan
	Patty

Enablement

Genius	Frustration
Alexander	Fr. Ted
Brenda	Nathan
Don	
Patty	

Tenacity

Genius	Frustration
Bob	Brenda
Carrie	
Don	
Fr. Ted	
Nathan	

THE 6 TYPES OF Working Genius

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Individual Application

- Job/Career Planning
- Employment Development
- Job Adjustments

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Leader Application

- How do you leverage/
regulate your Working Genius?
- How do you tap into others to
fill your gaps?
- How do you appreciate/
reward others?
- How do you lead meetings?



Productive Meetings

- Brainstorm or Offsite
- Solution Oriented or
Ad Hoc Strategic
- Rally or Tactical or
Weekly Staff Meeting
- Task Oriented or
Daily Standup





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Interested in a free Working Genius Assessment with an Individual Profile Debrief Session?

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