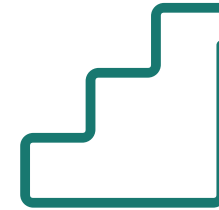


Understanding the 6 Types of Working Genius for Individual and Team Productivity



LEADERSHIP
DEVELOPMENT
PROGRAM

CLARB

April 9, 2026
3:00 – 4:30 p.m. ET

Webinar Tech Tips and Reminders



Please mute your microphone unless presenting.



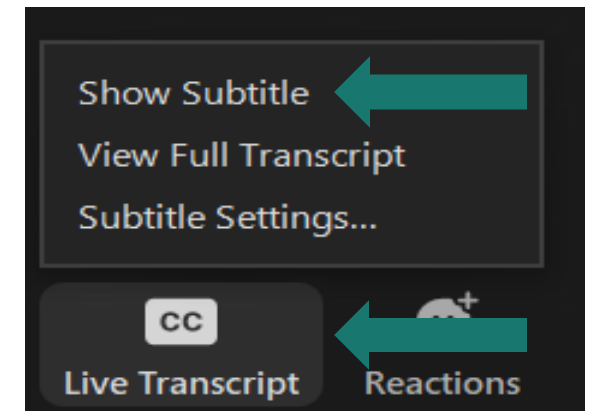
Chat function on bottom of screen is available – and presenters will see questions posted.



This event is being recorded. Recordings will be emailed out within a week of the event.



Closed captioning is available. To enable this feature on a computer, click “Live Transcript” and “Show Subtitle.” For users on a phone or tablet, captioning will be enabled automatically.



Today's presenter

**Jolene Rieck,
Principal Landscape Architect &
Specialty Consultant
Emergent Strategies Group**



Agenda

- Welcome (5 Min)
- Working Genius Overview (40 Min)
- Break-out Rooms (10 Min)
- Working Genius in Teams (20 Min)
- Closing Reflections & Q&A (10 Min)

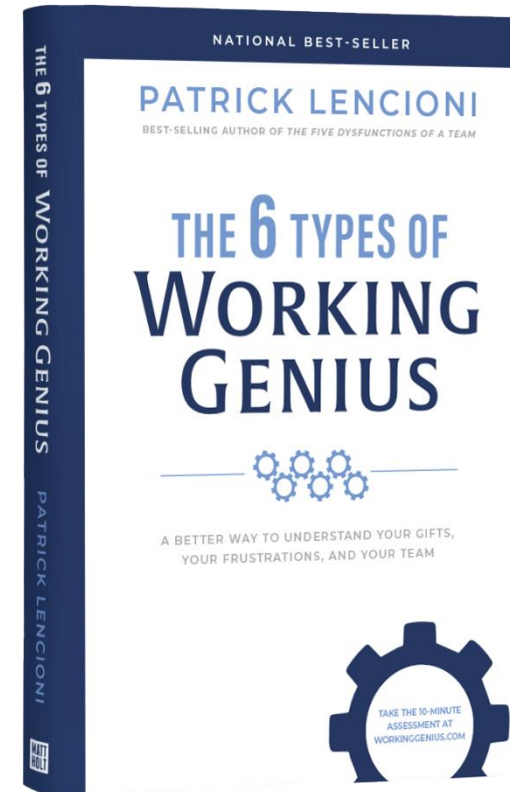
— THE 6 TYPES OF —
Working Genius™





"We've seen this tool used in about every industry imaginable—from zookeepers to tech professionals—and it's leading to more success, fulfillment, and joy."

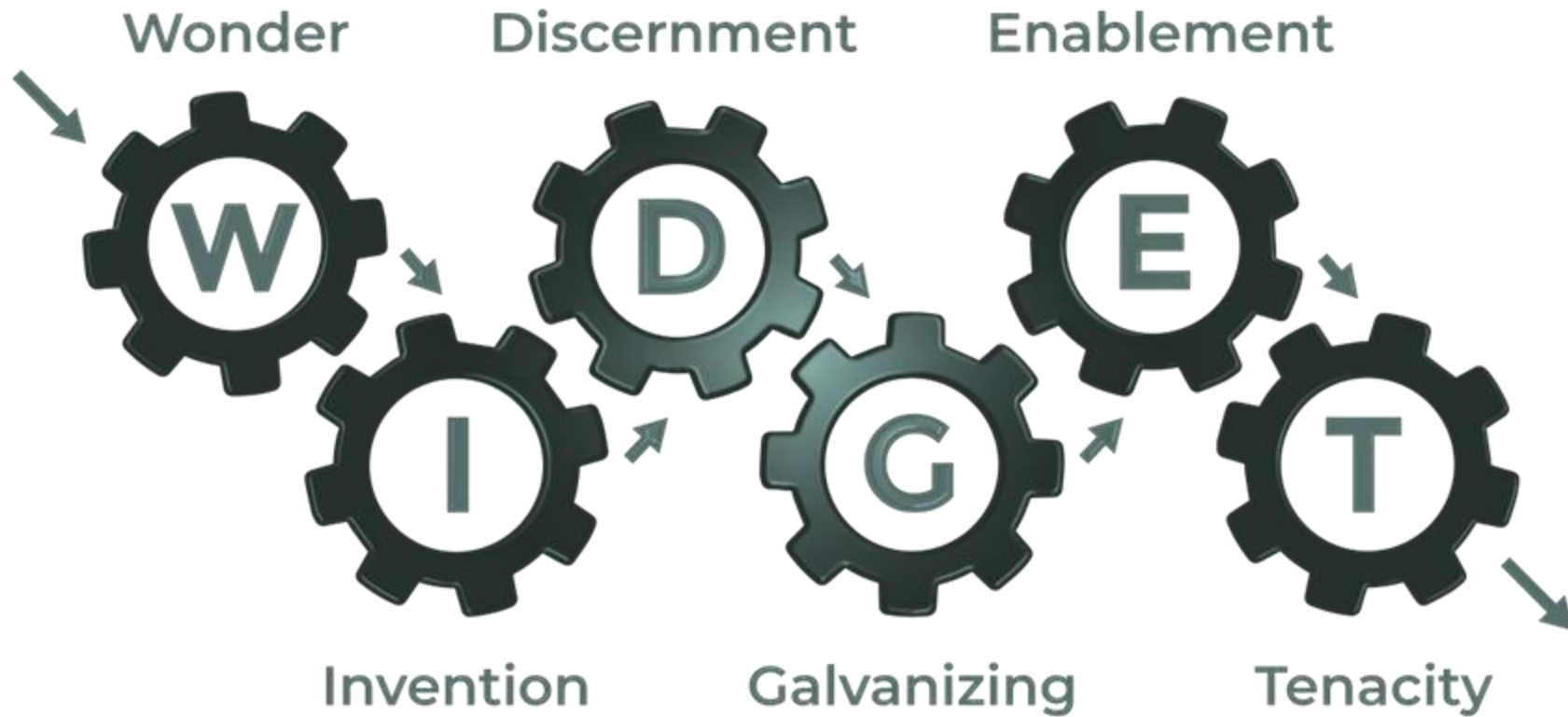
—PATRICK LENCIONI, AUTHOR AND
CREATOR OF THE SIX TYPES OF
WORKING GENIUS



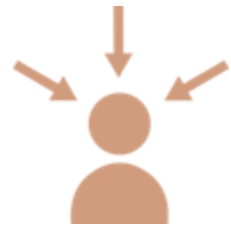
The Working Genius Model



— THE 6 TYPES OF —
Working Genius™



Guilt and Judgment

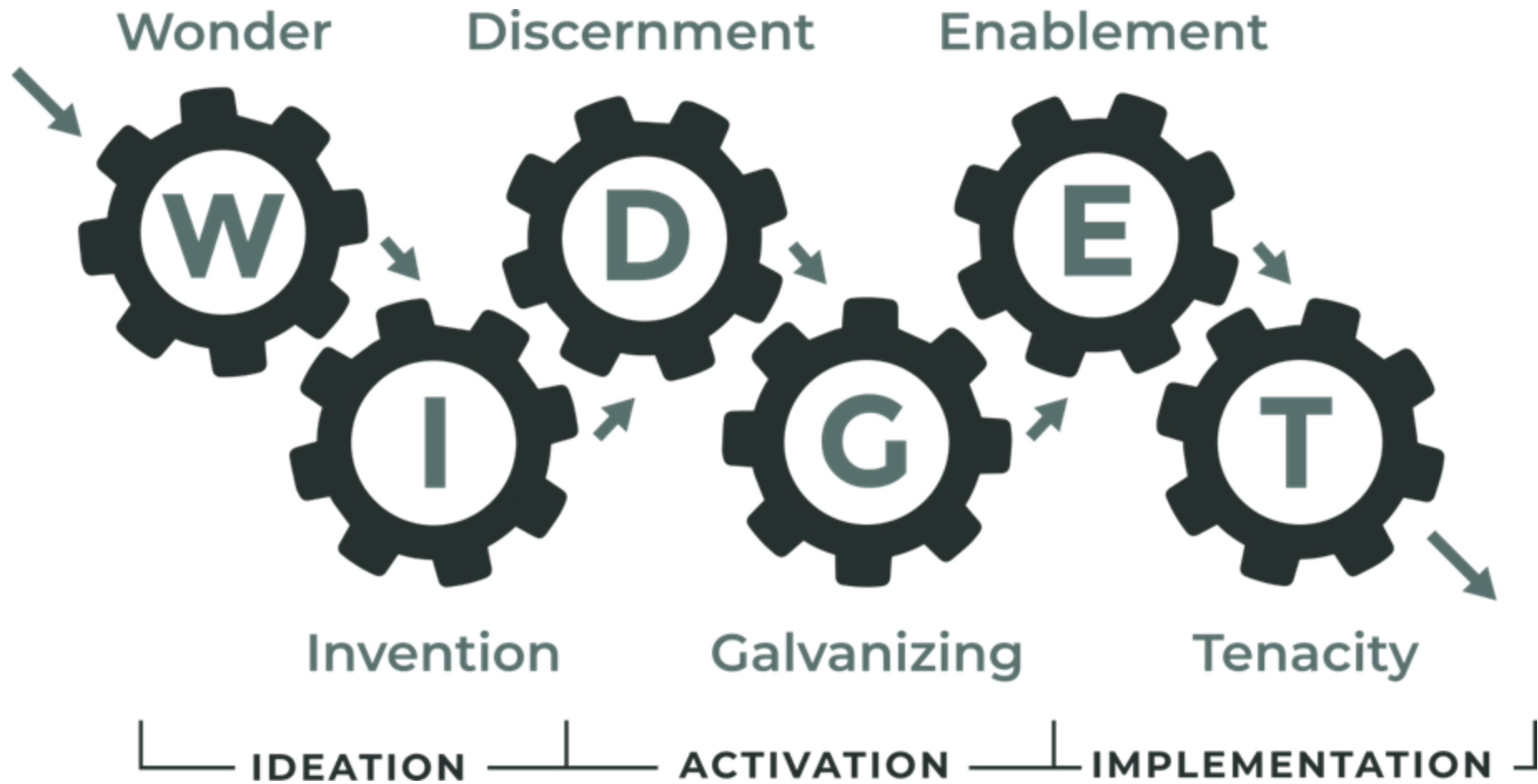


Self

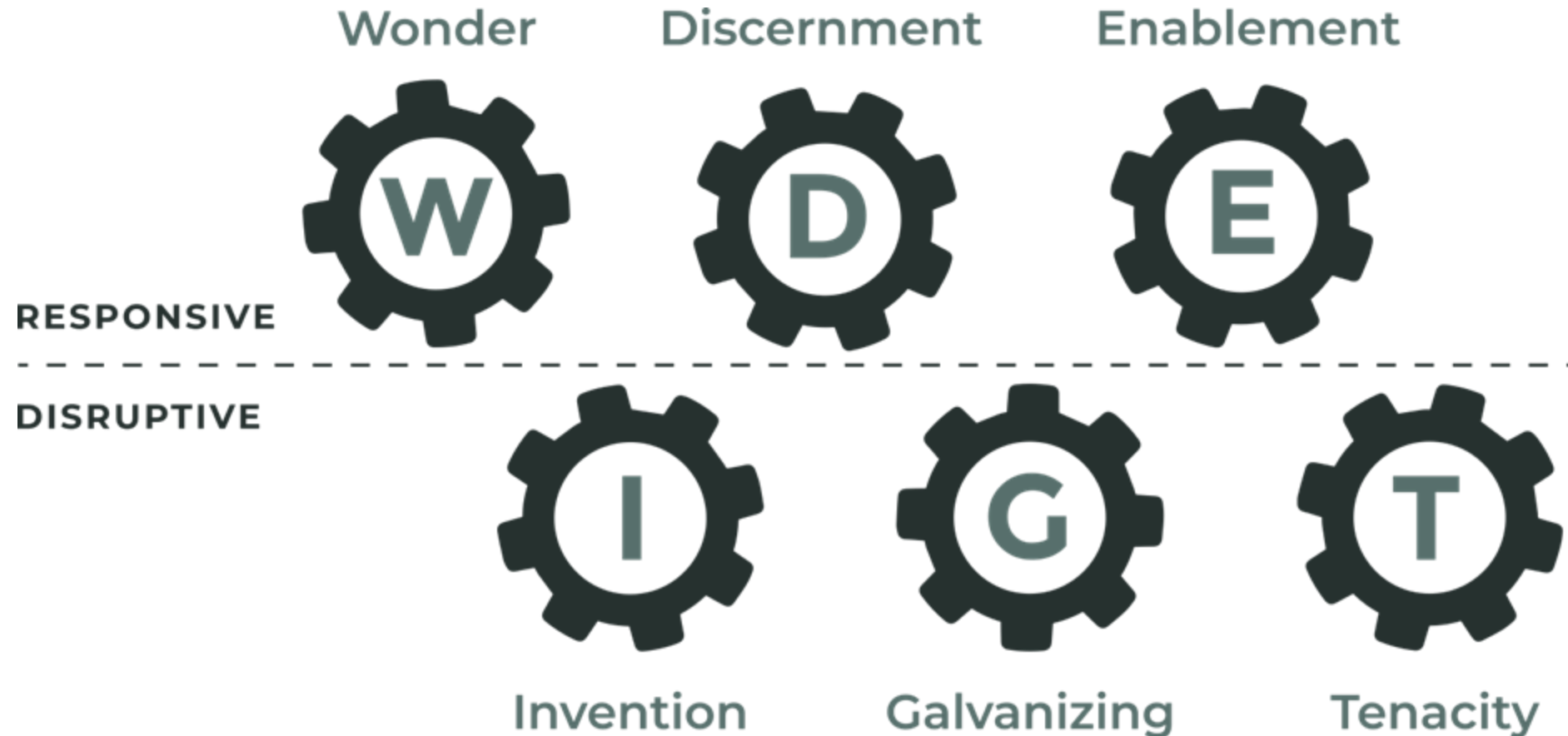


Others – Fundamental Attribution Error

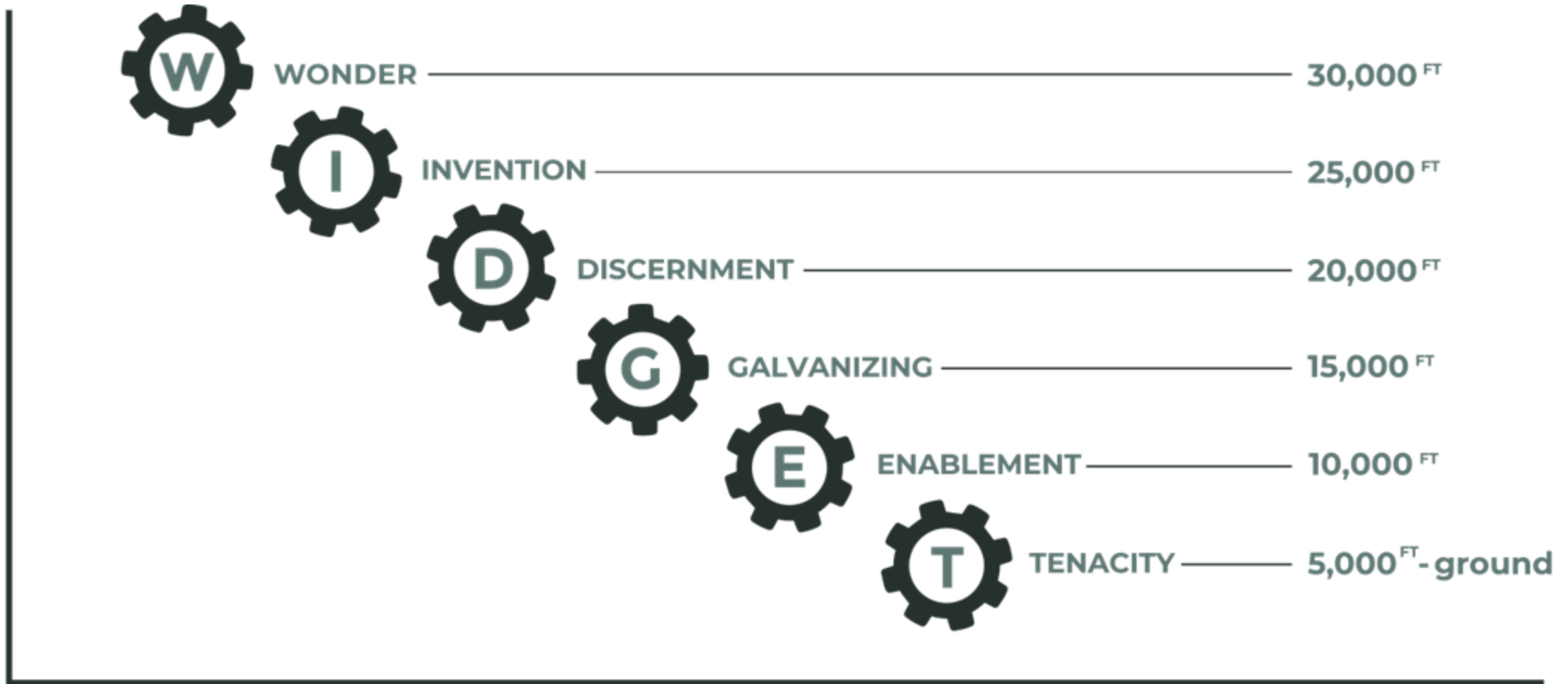
Three Stages of Work



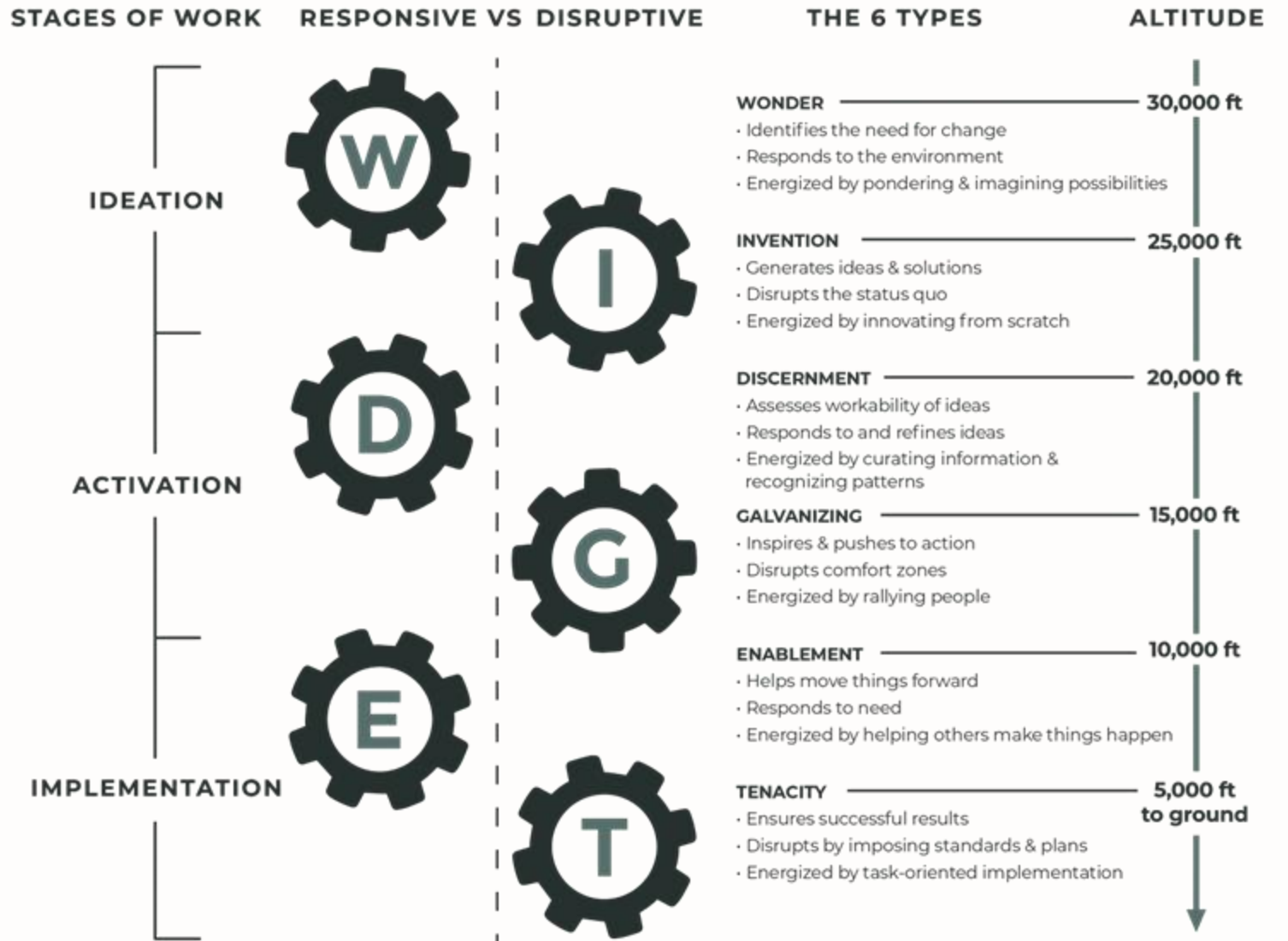
Responsive vs Disruptive



The Altitude of Geniuses



All-In-One Model



Understanding Your Working Genius Individual Profile



Understanding the Individual Profile

 **Working Genius**

 **Working Competency**

 **Working Frustration**

WORKING GENIUS:

Your areas of Working Genius are **Invention** and **Discernment**.



You are naturally gifted at and derive energy and joy from creating original and novel ideas and solutions.



You are naturally gifted at and derive energy and joy from using your intuition and instincts to evaluate and assess ideas or plans.

WORKING COMPETENCY:

Your areas of Working Competency are **Wonder** and **Galvanizing**.



You are capable of and don't mind pondering the possibility of greater potential and opportunity in a given situation.



You are capable of and don't mind rallying people and inspiring them to take action around ideas, projects or tasks.

WORKING FRUSTRATION:

Your areas of Working Frustration are **Tenacity** and **Enablement**.



You *aren't* naturally gifted at and don't derive energy and joy from pushing projects and tasks through to completion to ensure that the desired results are achieved.



You *aren't* naturally gifted at and don't derive energy and joy from providing others with encouragement and assistance for projects and tasks.

Craves/Crush

Genius	⊕ Craves:	⊖ Crushed By:
⚙️ WONDER	Consideration. They want people to genuinely consider what they are wondering about and for their questions to be heard. "Hey, that's a great question."	Being dismissed. They dislike hearing, "Who cares?!" or "We don't have time to stop and think about that."
⚙️ INVENTION	Freedom. They want the freedom to create and invent without constraints or restrictions.	Constraint. They dislike restrictive parameters or being forced to stay 'inside the box.'
⚙️ DISCERNMENT	Trust. They want you to trust their judgment, instincts, and assessment of things.	"Prove it." They dislike having to argue for people to believe what their gut is telling them.
⚙️ GALVANIZING	Reaction. They want engagement, and confirmation that the thing they are advocating for is real and worthwhile.	Apathy. They hate it when no one responds to their calls to action, or when their enthusiasm is met with silence.
⚙️ ENABLEMENT	Appreciation. They want to be acknowledged for their inherent value, but they are not necessarily seeking recognition, attention, or credit. "That made a big difference. You really helped."	Being overlooked. They dislike it when their efforts are taken for granted—when you don't acknowledge that they have helped, or if you ignore the impact of their work.
⚙️ TENACITY	Clarity. They want deadlines and parameters. "Tell me exactly what you need, then let me do what is necessary to complete the task."	Ambiguity. They dislike unclear standards and directions, or expectations that suddenly change.

Breakout Rooms: Group Discussion

- ⚙ Share your Working Geniuses & whether they resonate with you?
- ⚙ How do your Geniuses play out in your work?
- ⚙ Do you see where your Frustrations show up?

10 min break-out room



Benefits of a Team Application



Aware Teams Are More Capable

- Understanding why they have been successful or unsuccessful in past endeavors
- Avoiding unfair and inaccurate judgements about another's motivation
- Alleviating their own guilt and struggles they've had in work
- Making quick and concrete adjustments to their roles and responsibilities, better tapping into others' strengths and avoiding others' weaknesses
- Getting more done in less time

Example of a Team Map

When a team is underrepresented in the Genius of *Wonder*, it will often fail to identify serious problems or take advantage of major opportunities.

Wonder	
Genius	Frustration
Teri W.	Casey S. Cody A. Cole H. Dustin F. Kelly T. Tyra R.

Invention	
Genius	Frustration
Casey S. Tyra R.	Brent W. Cody A. Dave D. Dave F. Drew V. Kaiden S. Maggie R. Teri W.

When a team is underrepresented in the Genius of *Invention*, it may find itself revisiting the same problems again and again, and frustrated that little progress is being made.

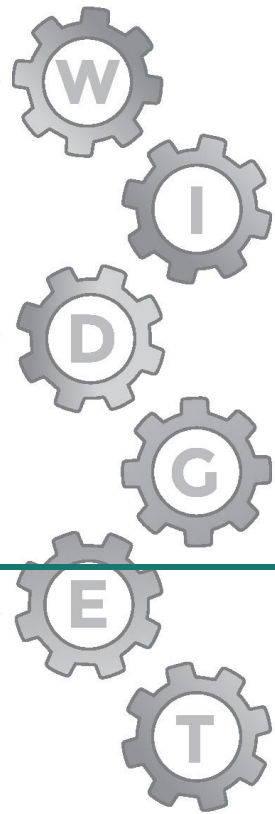
Discernment	
Genius	Frustration
Casey J. Cody A. Dave D. Dustin F. Garrett S. Maggie R.	Brent W. Kaiden S. Kelly T. Sierra J.

Galvanizing	
Genius	Frustration
Brent W. Casey S. Cole H.	Casey J. Dave D. Dave F. Drew V. Dustin F. Garrett S. Maggie R. Sierra J. Teri W. Tyra R.













When a team is underrepresented in the Genius of *Galvanizing*, it will often fail to act on ideas or initiatives that once seemed so promising.

This team gets things done! They are the first to start the project *and* they hold themselves accountable for finishing it, too!

Enablement		Tenacity	
Genius	Frustration	Genius	Frustration
Casey J. Dave F. Drew V. Garrett S. Kaiden S. Kelly T. Maggie R. Sierra J.	Cole H.	Brent W. Cody A. Cole H. Dave D. Dave F. Drew V. Dustin F. Kaiden S. Kelly T. Sierra J. Teri W. Tyra R.	Casey J. Casey S. Garrett S.



Team Diagnostic

TEAM STRENGTHS			TEAM CHALLENGES	
WORKING GENIUS	TEAM BEHAVIORS WHEN WG IS WELL REPRESENTED	GENIUS	FRUSTRATION	TEAM BEHAVIORS WHEN WG IS UNDERREPRESENTED
WONDER	We observe the environment, questioning current approaches and the status quo. We think about how things could be different.	Ponders Possibilities 	Too Busy to Notice 	We spend most of our energy on getting things done and rarely stop to discuss what's happening in our industry or environment. We often fail to identify serious problems or take advantage of major opportunities.
INVENTION	We generate novel solutions and ideas.	Generates Novel Solutions 	Unable to Innovate 	We feel frustrated and demoralized with our inability to create new solutions to frequent problems. We keep relying on the same products, services, or ideas.
DISCERNMENT	We evaluate our ideas and ensure we pursue the best solution.	Defines and Solves Best Solution 	Surprised by Failures 	We fail to evaluate, identify, and dismiss bad ideas before they get implemented. We don't spend enough time refining good ideas to make them better.
GALVANIZING	We rally the team around our best initiatives.	Rallies the Team 	Fails to Inspire 	We fail to get the team rallied and focused around our best ideas or endeavours.
ENABLEMENT	We provide the support needed to move the solution into the first stages of implementation.	Supports Others 	Lacks Support 	We fail to champion the most important priorities. No one responds to the rallying cry around the idea or solution.
TENACITY	We hold ourselves accountable for finishing well. We enjoy seeing the full impact of our solution realized in the world.	Brings to Completion 	Doesn't Finish 	We fail to complete projects. We move on to the next thing before seeing the initiative all the way through.

Activating Missing Geniuses on Teams

IDEATION

Activate Wonder:

Activate curiosity around possibilities, potential, or problems

- Slow down, and get outside of your typical environment
- Speculate on what's possible or might be missing
- Ask "What is the real need or problem we are solving?"
- Avoid moving towards action/ solutions too quickly

Activate Invention:

Imagine new possibilities and be open to different ideas

- Work backwards from imagined success and ask: What are ways we could make that happen?
- Entertain a wide range of options
- Refrain from using "can't, should, and have to" statements
- Ask more "What if" questions

ACTIVATION

Activate Discernment:

Surface the best idea or make effective decisions

- Take ideas to their logical conclusion and consider the implications
- Pursue healthy debate & ask clarifying questions
- Identify criteria for making a decision
- Evaluate which solution most directly addresses the initial problem

Activate Galvanizing:

Create energy & momentum around what's most important

- Create a shared enthusiasm around the purpose, the plan, and the impact it will have
- Communicate what's at stake and why it matters to your audience
- Invite disruption in daily rhythms to ensure people are focused on the main objective
- Continue to re-align around what's most important

IMPLEMENTATION

Activate Enablement:

Attend to the needs, questions, or efforts of others

- Increase vulnerability-based trust amongst team members
- Think about how people will be impacted or involved
- Identify resources needed for proposed ideas to be successful
- Check in on how people are doing and what they might need

Activate Tenacity:

Create parameters & accountability to execute an idea

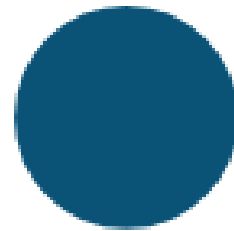
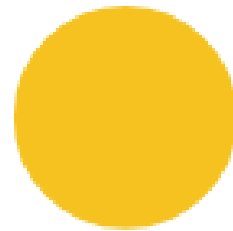
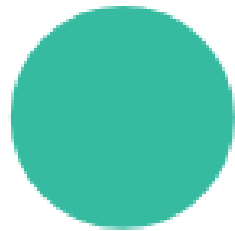
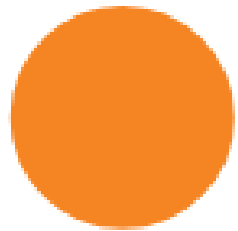
- Establish a way to measure standards, quality, and inputs
- Ask "who, what, how much, by when" types of questions
- Plan ahead with relevant stakeholders
- Clarify realistic milestones & deadlines, then invite accountability for them

Closing Thoughts



Takeaways

- ⚙️ What are your top three takeaways from today?



Please share your thoughts!

Responses are requested by April 15.





Upcoming events

Your Path to Licensure

- April 24
- 3 p.m. ET
- Emerging professionals

Mid-year Membership Update

- April 28
- 3 p.m. ET
- CLARB member boards

Transitioning from Practitioner to Board Volunteer Leader

- May 19
- 3 p.m. ET