

[6 Types Of Working Genius Assessment Free](#)

6 Types of Working Genius Assessment Free: Unlock Your Potential

Are you ready to discover your unique strengths and weaknesses in the workplace? Understanding how you best contribute can drastically improve your productivity, job satisfaction, and team dynamics. This post dives deep into the popular Working Genius assessment, exploring its six distinct types and offering free resources to help you identify your personal genius. We'll uncover how to access free assessments (where available) and provide actionable steps to leverage your findings for professional growth. Let's unlock your potential!

What is the Working Genius Assessment?

The Working Genius assessment, developed by Patrick Lencioni, identifies your inherent strengths and weaknesses in the workplace. Unlike other assessments focusing solely on strengths, Working Genius acknowledges that everyone has areas where they excel and areas where they struggle. Understanding both is crucial for effective teamwork and personal fulfillment. The assessment categorizes individuals into six distinct types, each representing a unique combination of genius and weakness.

The 6 Types of Working Genius: A Deep Dive

This section details the six types revealed by the Working Genius assessment. Keep in mind that you will likely identify with multiple types, with some being stronger than others.

1. Wonder: The Inquisitive Genius

Strength: Asking insightful questions, exploring possibilities, brainstorming innovative ideas.

Weakness: Can get bogged down in details or lose focus on practical implementation.

Free Resources: While the official assessment isn't free, many articles and blogs offer free quizzes and questionnaires that can help you identify Wonder tendencies. Search for "Working Genius Wonder quiz" online.

2. Invention: The Creative Genius

Strength: Generating original ideas, developing creative solutions, thinking outside the box.

Weakness: Can be impractical or struggle with details, timelines, or execution.

Free Resources: Explore articles discussing the traits of inventors and creative thinkers. Look for personality assessments that focus on innovation and creativity; these can provide some insight into your Invention Genius.

3. Discernment: The Strategic Genius

Strength: Making sound judgments, identifying priorities, seeing the big picture.

Weakness: Can be indecisive or struggle with the creative process or detailed work.

Free Resources: Numerous online resources discuss decision-making strategies. Practicing these can help you identify if Discernment is one of your strengths.

4. Galvanizing: The Motivational Genius

Strength: Inspiring and motivating others, building team morale, energizing the workplace.

Weakness: Can be overly optimistic or struggle with detailed tasks or critical analysis.

Free Resources: Explore leadership articles and blogs focusing on motivation and team building. Reflect on situations where you've inspired others.

5. Tenacity: The Persistent Genius

Strength: Following through on tasks, overcoming obstacles, achieving goals.

Weakness: Can be resistant to change or struggle with creative thinking or delegation.

Free Resources: Self-reflection exercises focusing on your work habits and perseverance can reveal Tenacity. Analyze past projects where you demonstrated persistence.

6. Enablement: The Supportive Genius

Strength: Providing resources, removing obstacles, supporting team members.

Weakness: Can be over-committed or struggle with decisive decision-making or self-promotion.

Free Resources: Look for articles discussing teamwork and support roles. Analyze situations where you've helped others achieve success.

Finding Free Working Genius Resources: A Practical Guide

While a comprehensive, certified Working Genius assessment usually requires a purchase, several avenues offer free insights:

Free Quizzes and Questionnaires: Search online for "Working Genius quiz" or quizzes focusing on specific genius types (e.g., "Working Genius Discernment quiz"). Remember that these are not official assessments but can offer a starting point for self-reflection.

Blog Posts and Articles: Many articles discuss the six types of Working Genius, offering descriptions and examples. Reading these can help you identify aspects that resonate with your personality and work style.

Self-Reflection Exercises: Utilize journaling or self-assessment exercises to explore your strengths and weaknesses in the workplace. Consider past projects, team collaborations, and personal achievements.

Conclusion: Harness Your Working Genius

Understanding your Working Genius profile is a powerful tool for professional growth. By identifying your strengths and weaknesses, you can leverage your genius, delegate effectively, and build stronger, more productive teams. While a paid assessment offers a deeper, more precise understanding, the free resources outlined above can provide valuable initial insights into your unique talents and potential. Start exploring today and unlock your full potential!

6 Types of Working Genius Assessment Free: Unlock Your Potential

Are you ready to discover your hidden strengths and unlock your true potential at work? Many people feel stuck, unsure of how to best contribute and leverage their unique talents. That's where the Working Genius assessment comes in. This powerful tool helps you identify your strengths and weaknesses, guiding you towards a more fulfilling and productive work life. But the cost can be a barrier for some. This post explores how you can access six different types of free assessments to help you understand your working genius.

H2: Understanding the Working Genius Framework

Before diving into the free resources, let's briefly understand the Working Genius framework developed by Patrick Lencioni. This framework identifies six distinct "geniuses" or talents: Wonder, Invention,

Discernment, Galvanizing, Tenacity, and Enablement. Each genius represents a specific way of working and thinking, and understanding yours can revolutionize how you approach your tasks and collaborate with others.

H2: Finding Free Working Genius Assessments (The Challenges & Solutions)

The official Working Genius assessment is a paid product. However, several free resources can provide insights into your working genius, albeit with some limitations. Keep in mind that these free options may not be as comprehensive or scientifically validated as the official assessment, but they still offer valuable self-reflection prompts.

H2: 6 Types of Free Resources for Self-Assessment

Here are six different approaches to getting a taste of the Working Genius assessment without paying:

1. Free Online Quizzes and Articles: Many websites offer free quizzes related to personality and work

styles. While not directly tied to the official Working Genius framework, these quizzes can offer clues to your dominant strengths. Search for terms like "work style quiz," "personality assessment," or "strengths finder." Analyze the results and consider how they align with the Working Genius descriptions.

2. Free Work Style Surveys: Look for free work style surveys from HR or management development websites. While not the Working Genius assessment, these surveys often assess traits that overlap with the Working Genius categories. Consider how the results relate to the descriptions of each genius.

3. Self-Reflection Exercises Based on Working Genius Descriptions: The most effective free approach! Carefully read the descriptions of each of the six Working Genius types. For each genius, ask yourself: "Do I naturally gravitate toward this style of work? Does this sound like me?" This requires honest self-assessment, but can be incredibly insightful.

4. Analyzing Your Past Successes & Failures: Review your past projects and identify patterns. What types of tasks did you excel at? Which ones drained your energy? Relate these observations to the descriptions of the six Working Genius types.

5. Seeking Feedback From Colleagues: Ask trusted colleagues how they perceive your work style. Their insights can offer a valuable outside perspective and highlight your strengths and weaknesses you may have overlooked.

6. Leverage Free Resources from Productivity Blogs and Podcasts: Some productivity blogs and podcasts discuss the Working Genius framework, offering practical tips and exercises for self-discovery. Engage with this content and utilize the concepts in your self-reflection.

H2: Limitations of Free Resources

It's crucial to understand the limitations. These free resources don't offer the in-depth analysis and personalized feedback of the official Working Genius assessment. They serve as a starting point for self-discovery, not a complete diagnosis.

H2: Conclusion

While a paid Working Genius assessment provides a more comprehensive and accurate understanding of your strengths, leveraging these six free methods can significantly enhance your self-awareness. Remember that the journey to understanding your working genius is a process of self-reflection and continuous learning. Combine these free resources with honest self-assessment to unlock your potential and build a more fulfilling and productive work life.

H2: FAQs

1. Are the free Working Genius assessments as accurate as the paid version? No, the free resources offer valuable self-reflection but lack the detailed analysis and validation of the paid assessment.
2. How can I best use the free resources effectively? Combine multiple methods—self-reflection, feedback from colleagues, and free online quizzes—for a more comprehensive understanding.
3. What if I don't fit neatly into one Working Genius category? Many individuals exhibit a blend of geniuses. The assessment helps identify your dominant strengths and potential areas for development.
4. Where can I find reliable free quizzes related to work styles? Search online for "work style quiz," "personality assessment," or "strengths finder." Carefully review the source's credibility before taking the quiz.
5. Is there a guaranteed way to pinpoint my Working Genius for free? No single method guarantees perfect accuracy. The most effective approach is a multi-faceted one involving honest self-assessment and seeking feedback from others.