

Engineering Performance

Where personality meets productivity

Unlocking the Full Potential of Your Teams:

The Reality: Your organization is already full of talented people and strong ambition.

The Opportunity: Even the best teams often feel that another level of performance is just out of reach because talent is not perfectly aligned with tasks.

The Promise: You don't need more headcount or a larger budget; you need the right conditions to grow the potential that is already there.



Personality ↔ Working Genius ↔ Productivity

Working Genius is not a personality test.

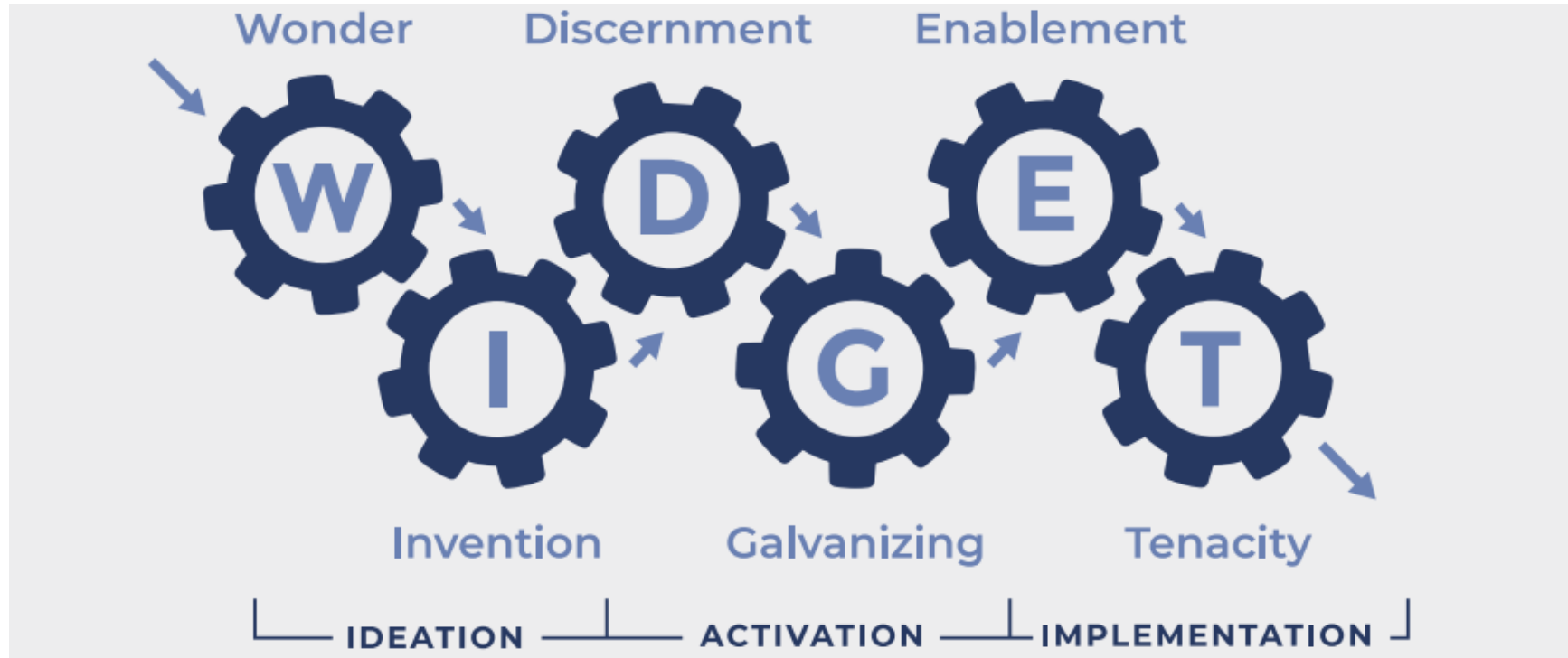
It's not a productivity tool.

It's the hinge between the two

Connecting who your people are to what they actually can achieve



The 6 Types of Working Genius



Each person has two areas that are their **'Working Genius'** (giving joy and energy), two **'Working Competencies'** (can do well, but don't energize), and two **'Working Frustrations'** (drain energy and lead to burnout).

What does each Working Genius do?

Wonder: Clarifies purpose and challenges assumptions before work begins.
Answers: *“Are we solving the right problem?”*

Invention: Generates ideas, solutions, and new ways forward.
Answers: *“What are our options?”*

Discernment: Evaluates ideas and applies sound judgment to decisions.
Answers: *“Which option will actually work?”*

Galvanizing: Creates energy, urgency, and commitment to act.
Answers: *“How do we get people moving?”*

Enablement: Provides the support and collaboration needed to make progress.
Answers: *“What do people need to succeed?”*

Tenacity: Drives execution, discipline, and completion to standard.
Answers: *“What needs to be finished?”*



Identify the exact reason your team is not at full potential yet... In 4 hours.

No long and expensive consultancy trajectory.

Our process is designed for busy teams and leaders who need immediate, applicable insights.

Individual Assessment: Each team member takes a 10 - 15 minutes online assessment to identify their Working Geniuses.

Team Workshop: A single, facilitated 4-hour session where we reveal the team's collective profile, identify strengths and gaps, and build a strategy for immediate improvement.



Example of a Team Map

With only one member having the Genius of Wonder and three with it as a frustration, this team needs to ensure they are making time to ask the right questions and identifying the right problems before moving to action.

This team should ask:

- Are we tapping into Yasmine's gift for our projects and initiatives?
- Are we really solving for the right problems?

Wonder	
Genius	Frustration
Yasmine T.	Ross G. Alexis C. Doug T.

Discernment	
Genius	Frustration
	Ross G. Yasmine T. Willie P.

Enablement	
Genius	Frustration
Alexis C. Doug T.	Victor C.



Invention	
Genius	Frustration
Yasmine T. Willie P.	Victor C. Doug T.

Galvanizing	
Genius	Frustration
Ross G. Willie P. Alexis C. Doug T. Victor C.	Yasmine T.

Tenacity	
Genius	Frustration
Ross G. Victor C.	Willie P. Alexis C.

This team has a strong representation in Galvanizing. They know how to stir up energy and momentum but need to be careful to not rally others around the wrong initiatives.

This team should ask:

- In the past, have we galvanized ideas that we had not fully discerned?
- Do we keep stirring up energy around the same ideas and initiatives without taking the time to wonder or invent?
- How do we ensure that we focus our gift of Galvanizing around only our most important initiatives?

This team lacks Discernment and may have trouble evaluating, refining, or selecting the right ideas.

This team should ask:

- How does a lack of Discernment explain past frustrations or failure?
- How can we ensure ideas and initiatives are properly vetted before we start implementing?
- Can we hire or borrow someone with this genius to help us with our decision-making?

Why Working Genius?

The missing link between personality and performance

Immediately applicable

Proven method by Pat Lencioni and the Table Group

Only takes a 4-hour session to help a team

Easy to understand

Pragmatic

Employee well-being connected to better results

It doesn't have to be complicated to be impactful



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Your teams are already capable of greatness

Let's unlock their full potential together

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