

The Six Types of Working Genius

A self-reflection guide for nonprofit leaders

Why This Matters

Not all work energizes people equally. The Six Types of Working Genius reveals where each person on your team naturally thrives and where they are likely running on empty. Use this guide to start seeing your team in a whole new way.

The six types and what they mean for your team

Wonder

Asks the big "what if?" questions. Wonders naturally notice problems and opportunities before anyone else.

In your nonprofit: Who on your team is always questioning whether there's a better way to serve your mission?

Invention

Creates new solutions and ideas, especially from scratch. Thrives on blank pages and novel challenges.

In your nonprofit: Who energizes in a brainstorm and loves designing new programs or approaches?

Discernment

Evaluates ideas with instinctive, often uncanny judgment. Knows what will work — and what won't.

In your nonprofit: Who do people naturally turn to when they need a trusted gut-check on a decision?

Galvanizing

Rallies and inspires others to move. Turns ideas into momentum and gets people excited.

In your nonprofit: Who naturally fires people up and drives energy toward a shared goal?

Enablement

Responds to the needs of others with support and encouragement. Makes collaboration possible.

In your nonprofit: Who keeps your team feeling connected, supported, and seen?

Tenacity

Pushes work through to completion. Deeply satisfied by finishing — results matter intensely.

In your nonprofit: Who won't let a project die and celebrates every time something gets done?

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Reflect on your team

Which geniuses feel overrepresented on your team and which feel missing?

Where do people seem drained, frustrated, or checked out? What type of work is being asked of them?

If you had to guess your own two geniuses, what would they be? What types of work makes you lose track of time?

What would change for your staff if everyone was working more in their genius?

Want to go deeper?

A Working Genius workshop with your team can transform how your people work together and help your mission thrive. Workshops are tailored specifically for nonprofit leaders.



Reach out to book a workshop or learn more!

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