



# *Mondays with Mike*

## AULTCARE

## What's YOUR genius?

Rick Haines, our CEO at AultCare, shared an article with me recently that was and still is so impactful. The article's title was *What's YOUR genius?*, written by Patrick Lencioni. When you think of genius in the workplace, what pops to mind? Probably a solitary inventor or corporate titan. Edison. Morgan. Gates. Of course, we all know it takes teams to actually accomplish anything, and for every Steve Jobs, there's a group around him to bring his ideas to life.

Lencioni believes that there are six types of genius present when accomplishments are experienced. Each of us, he says, excels naturally at a couple of these, is competent at a couple more, and frustrated by two others. To enjoy our work and to actually be any good at it over the long haul, Lencioni says you should be spending the bulk of your time on the two in which you excel. And for a team to get anything done – and done well—you need to have all six types of “working genius” present on that team.

See which of the six are your top two, and then decide if your team is well represented by all six:

**Wonder** ~ the natural gift of pondering the possibility of greater potential and opportunity in a given situation.

**Invention** ~ the natural gift of creating original and novel ideas and solutions.

**Discernment** ~ the natural gift of intuitively and instinctively evaluating ideas and situations.

**Galvanizing** ~ the natural gift of rallying, inspiring, and organizing others to take action.

**Enablement** ~ the natural gift of providing encouragement and assistance for an idea or project.

**Tenacity** ~ the natural gift of pushing projects or tasks to completion to achieve results.

Whoever thought we would be able to call ourselves geniuses! Now, we have the permission to do so!

Identify your genius and own that title!

Have a great week!

