



Book Review

TITLE: The 6 Types of Working Genius

AUTHOR: Patrick Lencioni

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PRE-READING

Why are you reading it? Was it a recommendation? What do you know about the topic? Flip through the book - is there anything that catches your eye?

This is Lencioni's newest book and I've read all his others. I really like his books so was excited to hear what he had to say about this topic.

A-HA MOMENTS

What a-ha moments did you have when reading?

- Just because you're good at a task or an activity doesn't mean you like doing it all the time. (p. 75)
- A lot of the descriptions for Invention were around creativity and I don't consider myself creative, but a lot of the other descriptions fit.
- "...a person who is experiencing the first signs of burnout will not find relief simply by reducing the time they spend at work ... What they need to do is spend more time doing what feeds them." (p. 224)

QUESTIONS

What questions do you have after reading that you want to investigate?

- How might this work with DISC?
- Which of these genius do I have?
- I love looking at things from a high level and the Geniuses related to various "levels" - I wonder how that translates to my working Geniuses?

CONNECTIONS

Can you relate what you read to another book, talk, podcast, topic?

- 148 - promoting people to a position they don't want or don't think they will be good at (like Rock Stars/Superstars)
- Some of this reminds me of the Kolbe report - I should see how they relate

ACTIONABLE IDEAS

What are 2-3 actionable items that you can implement?

- Take the assessment
- Look at facilitation program
- How can I structure a project or meeting to ensure I am using the proper geniuses?

POST-READ REFLECTIONS

Did you like this book? Are there other books by this author or on this topic that you might want to read? Would you recommend it to someone? Is there something from this book you want to learn more about?

This was really interesting and I loved the focus that each person has areas of strength but also just competencies and frustrations. I am excited to take the assessment and dig in more as I couldn't totally figure out which ones were my geniuses. When I read the book, I was constantly wondering how it would tie in with DISC which is definitely something I'd like to experiment with.