

What's your genius? Ever had someone ask you that? Perhaps not, which is a shame.

Because if there's one thing NY Times bestselling author Patrick Lencioni helps entrepreneurs understand with "The 6 Types of Working Genius," it's that we should focus more on the things that bring us energy rather than the frustrations that deplete us.

This series was created to help entrepreneurs like you hone in on the areas that energize you. And it helps you discover the areas that deplete you. Knowing that, you'll never look at work and teams the same.

---

# Understanding Your Working Genius

## SESSION 1

Patrick Lencioni has discovered a half-dozen distinct types of Working Genius. These 6 are required whether you're working on launching a product, building a business, or planning a vacation. Patrick explains how each of us excel at 2 of these "Working Geniuses," we manage at 2, and there are 2 that absolutely drain us. This is an opportunity for us to discover where we need help. We learn where we can hire people to complement our giftings, and we better understand the team that God's already assembling around us. Through it all, we can embrace the joy of work and teams.

## Discussion Questions

- Entrepreneurs think we need to do and be everything. From taking out the trash to running P&L reports, no one else can do it like us. But that's where frustrations creep in. What current responsibility depletes you? What task (or tasks) is getting in the way of you feeling joy? What are you just not good at?
- Knowing your Working Geniuses and Working Frustrations, what will it take for you to surround yourself with people whose gifts complement yours? How does your pride get in the way of sharing the load with others?

---

*(continue to Session 2: "Discovering the Entrepreneur's Genius and Judgement")*

# The Entrepreneur's Working Genius and Judgement

## SESSION 2

Most personality instruments help people better understand how they are wired, but fail to explain how that fits together with others in the process of work. Working Genius solves this problem. Not only do individuals walk away with a greater understanding of the type of work that makes them thrive, but Working Genius also provides teams with a better way to think about their dynamics, projects, meetings, and even the way they hire. In this session, Patrick Lencioni provides some practical applications for all 6 Working Geniuses.

## Discussion Questions

- Who are the people on your leadership team that you need to lean on the most? Which Working Geniuses do you need most on your side to help you win in this season over the next 12 months? How do you build the right combination of Working Geniuses on your team so you can compete and win?
- Pat shared the story of how he put his team member with the "Galvanizing" Working Genius into a new role. How do you make sure the right members of your team are in the right places?
- In what ways can Working Geniuses be a way that you structure your team for success? How can you ensure that Working Geniuses are your focus as you grow and scale your team and business?

---

*(continue to Bonus Session: "Discovering Our Genius in Marriage")*

# Discovering Our Genius in Marriage

## BONUS SESSION

It doesn't take much imagination to recognize how the Working Geniuses of a husband and wife are going to have a profound impact on how they manage their lives and run their family. It's profoundly important if a married couple is building a business together. If spouses don't know or understand or appreciate one another's areas of Genius—and Frustration—they're going to have a hard time giving one another grace. Instead they'll fall into the trap of judgment and guilt. Working Genius can change a marriage in profound ways as we come to accept and celebrate the gifts that God gives us, and doesn't give us.

## Discussion Questions

- Can you guess what Working Geniuses your spouse exhibits? Is it Wonder, Invention, Discernment, Galvanizing, Enablement, or Tenacity? How does this new understanding of your Geniuses, Competencies, and Frustrations help you recognize areas of strength? What about the potential for conflict?
- As parents, how can you adjust roles and responsibilities in the family to better fit your Geniuses, as much as possible (of course, someone still has to take out the trash)? Can you outsource tasks or projects that frustrate, either by seeking the help of friends or hiring outsiders?
- How can Working Genius help you better understand your children and your parenting styles? Be sure to catch our upcoming series to learn more about love, marriage, and strengthening our most important relationship.

---

Entrepreneurship can be a lonely journey, but it doesn't have to be. We are a global movement dedicated to gathering one million Christ-following entrepreneurs and equipping them so they can pursue their God-given call to create. Currently, thousands of Faith Driven Entrepreneurs from more than 100 different countries are involved in groups. More are signing up every day.

**Find the allies you need for the road ahead. No cost. No catch. Just connection:**

[faithdrivenentrepreneur.org/groups](https://faithdrivenentrepreneur.org/groups)