

Working Genius Assessment Questions

Writing Your Performance Self-Review Tip Sheet

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The self review is one tool in which you can communicate to your supervisor specific information regarding your accomplishments, results and outcomes of your performance during this timeframe. Writing your performance self review can be a difficult task; however, if taken seriously it allows you to feel a measure of personal influence over the review process itself.

Preparation	Self-Review Information
<p>Purpose of Self Reviews The purpose of the performance self review is a way to gain information from the employee's point of view. This information is valuable to the supervisor by helping them create a well rounded, complete, and objective review. The self-review will open the discussion between you and your supervisor. Use the self-review to prepare for your performance discussion with your supervisor.</p> <p>Preparing a Performance Self Review The key to writing a good performance review is the ability to highlight your positives but mention your weaknesses too. These weaknesses should be included in a manner that shows your willingness to look into them and work on it. A self-review should be believable; no one is perfect after all. On the other hand, you may tend to go overboard and be too critical of yourself. This projects lack of confidence and may force your supervisor to think and believe otherwise. A performance self review is your opportunity to document your own accomplishments during the year. Your information should be concise and descriptive enough that your supervisor has an accurate picture of the accomplishments documented in your self review.</p> <p>Getting Organized You should use some or all of the following documents to complete your self review:</p> <ul style="list-style-type: none"><input type="checkbox"/> Mid year and other progress reviews received from your supervisor<input type="checkbox"/> Performance Notes<input type="checkbox"/> Personal work notes<input type="checkbox"/> Examples of your work (e.g., reports, documents, etc.)	<p>Achievements What accomplishments and achievements are you the most proud of since your last performance discussion?</p> <p><input type="checkbox"/> What goals do you wish you had accomplished since your last performance discussion, but did not?</p> <p><input type="checkbox"/> What would have helped to accomplish these goals? In what other major projects and initiatives did you participate and contribute since your most recent performance discussion?</p> <p><input type="checkbox"/> What work are you performing that is outside the scope of your current job description?</p> <p><input type="checkbox"/> Identify what you most like about your current job?</p> <p>Team Member Standards of Excellence/HFHS Leader Competencies <input type="checkbox"/> How successful did you demonstrate the Team Member Standards of Excellence/HFHS Leader Competencies?</p> <p><input type="checkbox"/> Did you demonstrate the behaviors expected for each SOE/Competency?</p> <p><input type="checkbox"/> Specifically how did you demonstrate above and beyond these expectations?</p> <p>Performance Goals What performance goals would you like to accomplish during this next year?</p> <p><input type="checkbox"/> How can your supervisor help you to accomplish these performance goals?</p> <p><input type="checkbox"/> What additional support can this organization provide so that you are able to accomplish these goals?</p>

Working Genius Assessment Questions serve as a pivotal tool for individuals and organizations aiming to understand their intrinsic talents and areas for growth. The Working Genius model, developed by Patrick Lencioni, identifies six distinct "Geniuses" that people possess, which can significantly impact their work performance and satisfaction. This article delves into the nuances of the Working Genius assessment, focusing on the questions that form its core, how to interpret the results, and the benefits of using such assessments in professional settings.

Understanding the Working Genius Model

The Working Genius model categorizes talents into six different types:

1. Wonder - The ability to ponder possibilities and ask questions.
2. Discernment - The talent for evaluating ideas and recognizing what is valuable.
3. Completion - The skill to bring projects to fruition and ensure that tasks

are completed.

4. Enablement - The capacity to help others succeed and support their efforts.

5. Galvanization - The talent for rallying people around a cause or project.

6. Invention - The ability to create and innovate new ideas or solutions.

Each of these Geniuses plays a crucial role in a team's dynamics and effectiveness. Understanding where individuals excel can lead to improved collaboration and productivity.

Structure of the Working Genius Assessment

The assessment consists of a series of questions designed to reveal an individual's natural inclinations and preferences regarding work. Here's how it typically unfolds:

Types of Questions

The questions are usually framed to explore various scenarios, preferences, and reactions in a work context. Here are some example formats:

- Self-Reflection Questions:
 - What tasks do you find most energizing?
 - Which activities drain your energy the most?
- Scenario-Based Questions:
 - How do you typically respond when faced with a new project?
 - What role do you take in group settings?
- Preference Questions:
 - Do you prefer brainstorming new ideas or implementing existing ones?
 - Are you more excited about starting projects or completing them?

Typical Format of the Assessment

- Multiple Choice: Respondents choose from several options that best align with their experiences.
- Rating Scale: Individuals rate how much they agree with various statements related to their work habits.
- Open-Ended Responses: Some assessments may include opportunities for more detailed responses to gauge deeper insights.

How to Prepare for the Assessment

Preparing for the Working Genius assessment doesn't require extensive study, but being in the right mindset can enhance the quality of responses. Here are some tips:

1. Self-Reflection: Take time to think about your past work experiences. What roles did you enjoy? What tasks did you excel at?

2. **Be Honest:** Answer questions truthfully to ensure the results accurately reflect your abilities.
3. **Consider Feedback:** Reflect on feedback you've received from colleagues regarding your strengths and weaknesses.

Interpreting the Results

Upon completion of the assessment, individuals receive a report detailing their working geniuses. Understanding these results is crucial for personal and professional development.

Understanding Your Geniuses

Each individual will have two areas of genius, two areas of competency, and two areas of frustration. Here's what each category means:

- **Genius:** Areas where you feel most energized and capable.
- **Competency:** Tasks you can do but may not find particularly energizing.
- **Frustration:** Work areas where you feel drained or ineffective.

Using the Results Effectively

Once you've understood your Geniuses, consider the following approaches:

1. **Career Development:** Use your results to guide your career choices. Focus on roles that align with your Geniuses.
2. **Team Dynamics:** Share your results with your team to foster better collaboration. Understanding each other's strengths can improve communication and effectiveness.
3. **Personal Growth:** Identify areas of frustration and seek ways to either improve skills in those areas or avoid tasks that drain your energy.

Benefits of the Working Genius Assessment

Employing the Working Genius assessment can yield numerous advantages in a workplace setting:

Enhanced Team Collaboration

- By understanding each team member's Geniuses, teams can allocate tasks more efficiently.
- Fostering a culture of appreciation for diverse abilities leads to stronger teamwork.

Increased Job Satisfaction

- Individuals who work in alignment with their Geniuses often experience higher job satisfaction.
- Reducing tasks that fall into areas of frustration can lead to a more fulfilling work life.

Improved Productivity

- Teams that leverage the Working Genius model can enhance their productivity by focusing on strengths.
- Streamlined processes emerge when individuals work in areas they naturally excel at.

Effective Leadership Development

- Leaders who understand their Geniuses can better support their teams.
- Tailoring leadership styles to individuals' strengths promotes a more effective work environment.

Implementing the Working Genius Assessment in Organizations

Organizations can benefit significantly from incorporating the Working Genius assessment into their development programs. Here's how to implement it effectively:

Steps for Implementation

1. Introduction: Educate employees about the Working Genius model.
2. Assessment Distribution: Provide access to the assessment for all employees.
3. Feedback Sessions: Organize discussions where individuals can share and explore their results.
4. Integration into Team Dynamics: Encourage teams to use their results to structure roles and responsibilities.
5. Ongoing Development: Incorporate the assessment into regular performance reviews and career development discussions.

Conclusion

The Working Genius assessment questions serve as a valuable resource for individuals and organizations striving to maximize their effectiveness and satisfaction in the workplace. By gaining insights into personal strengths and preferences, employees can make informed decisions about their careers and how they interact with their teams. As organizations continue to adopt such models, they will likely see a transformation in their workplace

culture, leading to enhanced collaboration, productivity, and overall success. Embracing the principles of the Working Genius can pave the way for a more engaged and satisfied workforce, capable of achieving remarkable results.

Frequently Asked Questions

What is the Working Genius assessment?

The Working Genius assessment is a tool designed to help individuals identify their unique strengths and natural talents in the workplace, focusing on six types of working genius.

How many types of working genius are there?

There are six types of working genius: Wonder, Discernment, Completion, Enablement, Invention, and Galvanization, each representing different aspects of work and productivity.

Who can benefit from the Working Genius assessment?

Anyone in a professional setting can benefit from the Working Genius assessment, including individuals, teams, and organizations looking to enhance collaboration and productivity.

How does the Working Genius assessment improve team dynamics?

By identifying each team member's strengths and weaknesses, the Working Genius assessment fosters better communication, role clarity, and collaboration, leading to improved team dynamics.

Is the Working Genius assessment scientifically validated?

Yes, the Working Genius assessment is based on research and practical application, though users should supplement it with additional feedback and assessment tools for comprehensive development.

How long does the Working Genius assessment take to complete?

The Working Genius assessment typically takes around 15 to 20 minutes to complete, making it a quick yet insightful tool for self-discovery.

Can the Working Genius assessment be used for career development?

Absolutely! The Working Genius assessment can guide career development by helping individuals align their roles and responsibilities with their natural strengths.

Are there any resources available for understanding the Working Genius model better?

Yes, there are various resources available, including books, workshops, and online courses that dive deeper into the Working Genius model and its applications in the workplace.

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