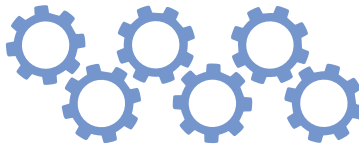


THE 6 TYPES OF WORKING GENIUS



RESEARCH SUMMARY

Summary of Findings from Research
on The Working Genius Assessment



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A Brief Overview

The Working Genius Assessment is a personality and productivity tool developed by Patrick Lencioni and the Table Group that evaluates the work that brings people joy and energy. Since its inception in 2020, over 500,000 people have taken the assessment. The overwhelming response to Working Genius has been positive. We invited researchers at Concordia University Irvine to help us learn more about the impact of using the Working Genius assessment.

The research was conducted in two phases. In the first phase we used a randomized sample of 45,000 Working Genius users and their experience with the Working Genius assessment. We had 1,219 respondents with a return rate of 2.3%. During this first phase of research, we used a peer-reviewed outcomes focused survey to drill down on three major areas.

Phase One

500,000 Working Genius Takers

45,000 Randomized Sample of Takers

1,219 Respondents

- ⚙️ Why people are taking Working Genius
- ⚙️ How Working Genius is impacting teams
- ⚙️ How Working Genius is impacting individuals

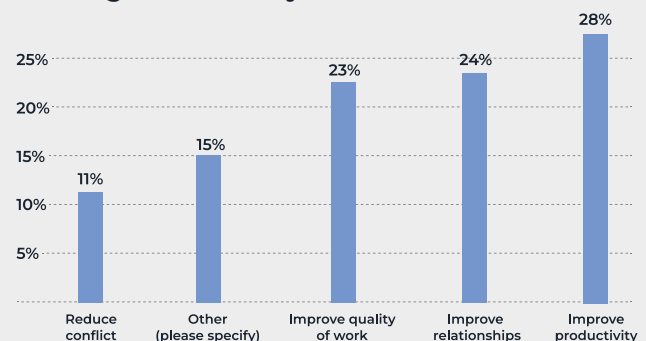
Why Working Genius?

Impetus

One important answer we wanted to know was why people took the Working Genius. While the data was fairly evenly distributed, the highest proportion of people wanted to improve their productivity (28%), followed by improve relationships (24%), and improve the quality of their work (23%). An interesting subset of 11% took the Working Genius to reduce conflict. (Figure 1)

Figure 1

Q10 What prompted you to use Working Genius with your team?



Results

Data was gathered to see if respondents agreed with the Working Genius Assessment results, and to gather their perceptions of their results. These questions were separated into two categories related to respondents' perceptions about their own responses to the Working Genius Assessment and perceptions about their team's responses to the Working Genius Assessment.

Individual

Of all respondents, 91% agreed with their original results (Figure 2). On the multipart question of participant's individual perceptions, which measured individual reactions to the Working Genius Assessment results on a Likert scale of 1-5, with 5 being the highest, the results were quite favorable. The mean score on the question, "Working Genius better helped me understand myself," was 4.26. On the question, "Working Genius helped me understand (bring clarity to) my level of work satisfaction," respondents scored a mean of 4.19. On the question, "Working Genius helped me understand why certain types of work energize me," the mean score was 4.42. On the question, "Working Genius helped me better understand why certain types of work are draining for me," respondents had a mean score of 4.37. (Figure 3)

Overall, the responses indicate that Working Genius is helping people better understand themselves and find joy in their work; **91%** of people agreed with their results.

Figure 2
Do you agree with your original Working Genius results?

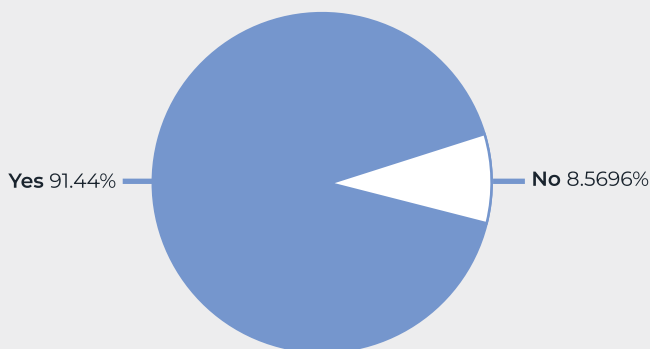
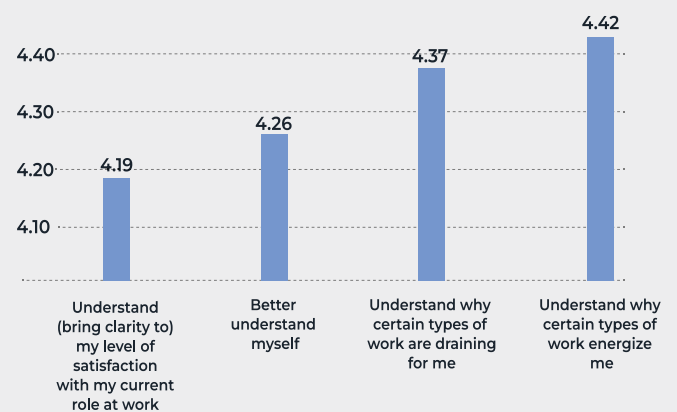


Figure 3
Working Genius helped me:



Teams

On the multipart question (Figure 4) on an individual's perception of teams, which measured respondents' opinions on their team interactions, the means were also favorable. Respondents strongly agreed that Working Genius helped team members better understand one another, with an average mean score of 4.31. Respondents felt Working Genius gave them a better understanding of their team's strengths and gaps, with a mean of 4.39 on the scale.

Figure 4
The Working Genius
Assessment and Teams:



Working Genius helps teams understand one another and their strengths and gaps.

“I feel it is the BEST team productivity tool I have seen. The thing about Working Genius - everyone gets it immediately! It is a lightbulb moment. My current leader, is actively and intentionally moving things on/off our plates based on our WG profiles for greater satisfaction and productivity. I believe you could link this with employee engagement, recruitment and retention.”

-Anonymous

NPS Reliability Research

For phase two of our research, we invited researchers at Concordia University Irvine to help us delve deeper into participant satisfaction by conducting market research tools to determine the Net Promoter Score. We also wanted to learn more about the Working Genius and Test- Retest Reliability. And, finally, we conducted an Item Analysis on the questions in the assessment. We used a randomized sample of 49,587 Working Genius users and their experience with the Working Genius Assessment. We had 2,002 respondents with a return rate of 4.76%.Of that return, we had 3.18% who completed all of the questions and provided us with usable data for a total of 1,570 respondents.

49,587 Randomized
Sample of Takers

1,579 Respondents
(Completed)

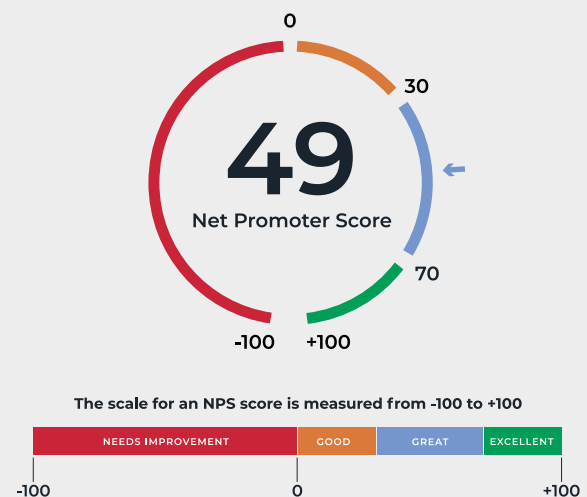
During this second phase of research, specifically, we looked at the Net Promoter Score. We also reviewed respondents scores from their first administration of the Working Genius to the second test to discover the Test-Retest Reliability of their two top level Working Geniuses. Additionally, we analyzed each of the assessment items within each genius category on the assessment's performance in predicting their highest ranked genius to see how they were performing in relation to predicting a user's Working Geniuses.

- ⚙️ **What was the Net Promoter Score?**
- ⚙️ **How is Working Genius Assessment Performing on Test Retest Reliability?**
- ⚙️ **What are some key demographics of Working Genius users?**

Net Promoter Score

Net Promoter Score (NPS) is a market research metric asking respondents to rate the likelihood that they would recommend Working Genius. The average net promoter score may vary, however above 30% is considered favorable to good (Qualtrics, 2023). Customer loyalty is a determining factor for repeat business and customer referrals. Working Genius' NPS was 49. (Figure 5)

Figure 5 NPS

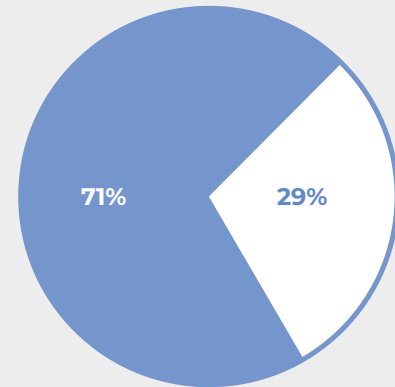


Genius Reliability Score

The Genius Reliability Score reflects Test- Retest Reliability metric of respondents producing the same score in the top categories of the Working Genius Assessment, and is a score that reflects how often our respondents receive the same Working Genius score across two administrations of the test. Respondent test administrations were no less than 6 months of one another. On Test-Retest reliability our respondent's top geniuses stayed the same 71% of the time, which is in the good range for these types of assessments. (Figure 6)

The Working Genius is functioning very well, and with a reliability score around 71%, it is on par with similar assessments. While a pure productivity assessment is relatively new to the market, assessments on personality and interests have been around for some time with comparatively similar results. In the future a validity assessment can be conducted to go into this in more depth. The recommendations and information from this Test-Retest Reliability study and the item analysis show that most questions are performing quite well, the majority in the 90 percentile in predictive value and recommendations for revision and or removal will only improve the overall quality of the assessment itself.

Figure 6
Test-Retest Reliability



Research Process

The data above including the Test-Retest Reliability and outcomes survey was collected using a set of questions compiled by the Table Group and taken through a multidisciplinary peer review process at Concordia University Irvine. The research project itself was approved through the IRB (Institutional Review Board) following all guidelines for best practices by such boards for this type of research. The survey and market research was created, collected and analytics processed through Qualtrics in two phases. Phase one included multidisciplinary peer reviewed outcomes surveys (45,000), Phase two included a separate data set for NPS market statistics, Test-Retest Reliability and Item Analysis (49,587). For a pool totaling of almost 100,000 (N=2,708) individuals. Some items within the research, including the Item Analysis, are proprietary and will be used for internal research purposes to provide longitudinal reflection points to improve the assessment.

Demographics

Job Sector Most survey respondents (29%) came from for-profit environments, with ministry (16%), non-profit (12%) organizations (12%), Education (10%) and several smaller contribution areas including Health/Medicine, Entrepreneurs and Science in Technology (6-7%).

Location Respondents came from inside the United States with a strong global showing (17%). Respondents within the US most frequently resided in California (7%), Texas (6%) and Florida (4%) respectively. Of the combined completed surveys of usable data which totaled 2,798, the response rate for the two administrations of the survey was 2.94%. Eighty-three percent of the respondents were from the United States with 37 U.S. states represented in total. The international respondents were from 40 other countries, the highest being Canada and Australia. Major job sectors included for-profit organizations (25%), ministry (16%), non-profits (13%) and education (9%). (Figure 8)

Figure 7

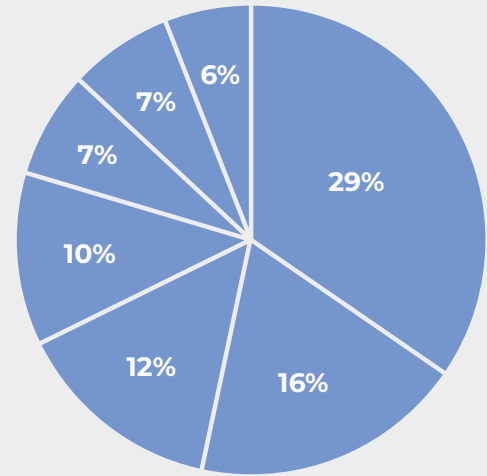


Figure 8 Location

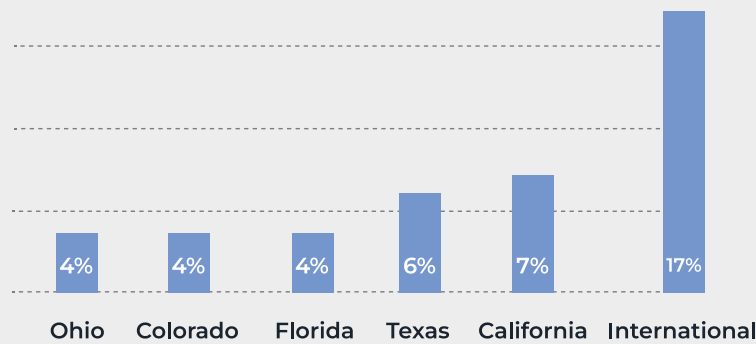
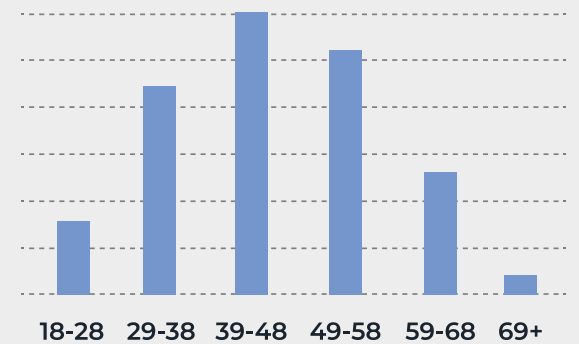


Figure 8 Age



Thanks

The Table Group and Concordia University Irvine would like to publically thank the participants who helped to advance the effectiveness and study of the Working Genius Assessment

