

The Six Types of Working Genius is simple and easy to apply. Companies that use Working Genius across their organization experience lower turnover, increased morale, and get more done in less time.

BEFORE YOU BEGIN

An organization, division, or team will experience the most benefits from Working Genius when the leader is bought-in and vocalizes support for adopting Working Genius.

The leadership team should identify what they hope to gain within the organization by using Working Genius, then review and commit to the 3-step process below.



Suggested Approach: Appoint ▶ Launch ▶ Implement

STEP ONE: APPOINT AN INTERNAL ADVOCATE

Identify one or more people who will champion Working Genius within the organization. Your internal advocate(s) will help create awareness, momentum, and support.

Your advocate can utilize the additional resources at the end of this document, become an expert in Working Genius by getting Certified, or work with one of our Master Facilitators.

STEP TWO: LAUNCH WITH THE LEADERSHIP TEAM

The adoption and ongoing use of Working Genius at the leadership team level is critical for rollout within a company or division. First, send the Working Genius assessment to every leadership team member and schedule a team session.

The goal of the session is for the Leadership Team to understand the Working Genius model and the impact it can have within their organization. Plan to create time at the end of the session for the team to discuss how they can use Working Genius language and concepts in their meetings, hiring, and planning processes.

STEP THREE: IMPLEMENT WITH SECOND LEVEL TEAMS

Next, schedule team sessions with each of the teams represented at the Leadership Team level. Just like at the Leadership Team level, have your internal advocate or one of our [Master facilitator\(s\)](#) send the assessment and encourage the participants to review their results.



OPTION 1:

Individual team sessions, led by your advocate or a Master Facilitator



OPTION 2:

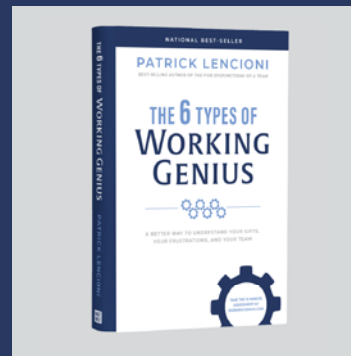
A *Teaminar*, where you invite multiple teams in the same room to hear about the model and then discuss their results and Team Map with their respective team.

You will see the impact of Working Genius when your advocate(s) continue to share resources and encourage the language within the organization.

Additional Resources



THE PODCAST



THE BOOK



FREE RESOURCES



TEAM APPLICATION GUIDE