

THE CORE GENIUS PROFILE

FOCUS ON YOUR UNIQUENESS & ENTRUST YOUR WEAKNESS

Your Genius Profile. Core Genius is what you do best. It's about creating value and results. It measures talents that are improved easily. It's learned almost effortlessly. It is constant through your adult life. When you're acting in your Genius, it doesn't feel like work. Your Core Genius is NOT about personality, social style, intelligence level, or preference – these things can vary between situations and change over time. *Your Core Genius is simply HOW you do your best work.* Call it your performance strategy.

Evaluate yourself. Complete the sentence in each row by choosing the two options that best describe how you think, feel, and act when you are creating value and results and doing your best work. You must choose ONLY two options in each row. Then, add the number of chosen words from each vertical column and write the total number in the bottom row. Circle your highest two numbers.

WHEN I'M DOING MY BEST WORK...				
I'm motivated by...	<input type="checkbox"/> People	<input type="checkbox"/> Ideas	<input type="checkbox"/> Plans	<input type="checkbox"/> Progress
I'm addicted to...	<input type="checkbox"/> Pleasing Others	<input type="checkbox"/> Problem Solving	<input type="checkbox"/> The Future	<input type="checkbox"/> Details & Order
I value...	<input type="checkbox"/> Harmony	<input type="checkbox"/> Change	<input type="checkbox"/> Results	<input type="checkbox"/> Systems
I relate to others through...	<input type="checkbox"/> Feelings	<input type="checkbox"/> Metaphors	<input type="checkbox"/> Goals	<input type="checkbox"/> Theories
I hate when people feel...	<input type="checkbox"/> Isolated	<input type="checkbox"/> Powerless	<input type="checkbox"/> Confused	<input type="checkbox"/> Overwhelmed
I help people get...	<input type="checkbox"/> Connected	<input type="checkbox"/> Empowered	<input type="checkbox"/> Clarity	<input type="checkbox"/> Organized
I provide...	<input type="checkbox"/> Confidence	<input type="checkbox"/> Capability	<input type="checkbox"/> Direction	<input type="checkbox"/> Structure
I strive for...	<input type="checkbox"/> Significance	<input type="checkbox"/> Solutions	<input type="checkbox"/> Success	<input type="checkbox"/> Perfection
My team goal is...	<input type="checkbox"/> Collaboration	<input type="checkbox"/> Innovation	<input type="checkbox"/> Winning	<input type="checkbox"/> Accuracy
Talk to me...	<input type="checkbox"/> About Yourself	<input type="checkbox"/> About My Ideas	<input type="checkbox"/> Like You Mean It	<input type="checkbox"/> About Specifics
Don't...	<input type="checkbox"/> Insult Me	<input type="checkbox"/> Interrupt Me	<input type="checkbox"/> Bother Me	<input type="checkbox"/> Criticize Me
I always commit to...	<input type="checkbox"/> Teamwork	<input type="checkbox"/> Improvement	<input type="checkbox"/> Production	<input type="checkbox"/> Follow-Through
I'm most influenced by...	<input type="checkbox"/> Others	<input type="checkbox"/> Myself	<input type="checkbox"/> Instinct	<input type="checkbox"/> Evidence
I'm easily frustrated by...	<input type="checkbox"/> Cold-Heartedness	<input type="checkbox"/> Monotony	<input type="checkbox"/> Apathy	<input type="checkbox"/> Unpredictability
I often feel...	<input type="checkbox"/> Compassionate	<input type="checkbox"/> Energized	<input type="checkbox"/> Victorious	<input type="checkbox"/> Prepared
I sometimes feel...	<input type="checkbox"/> Self-Sacrificing	<input type="checkbox"/> Impulsive	<input type="checkbox"/> Withdrawn	<input type="checkbox"/> Judgmental
I have a difficult time...	<input type="checkbox"/> Making Decisions	<input type="checkbox"/> Finishing Tasks	<input type="checkbox"/> Being Second-Best	<input type="checkbox"/> Being Spontaneous
I have a big...	<input type="checkbox"/> Heart	<input type="checkbox"/> Imagination	<input type="checkbox"/> Vision	<input type="checkbox"/> Process
TOTAL EACH COLUMN	___ R	___ C	___ L	___ M

(14-18) Core Genius Profile • (9-13) Complimentary Genius Profile • (0-8) Cooperative Genius Profile

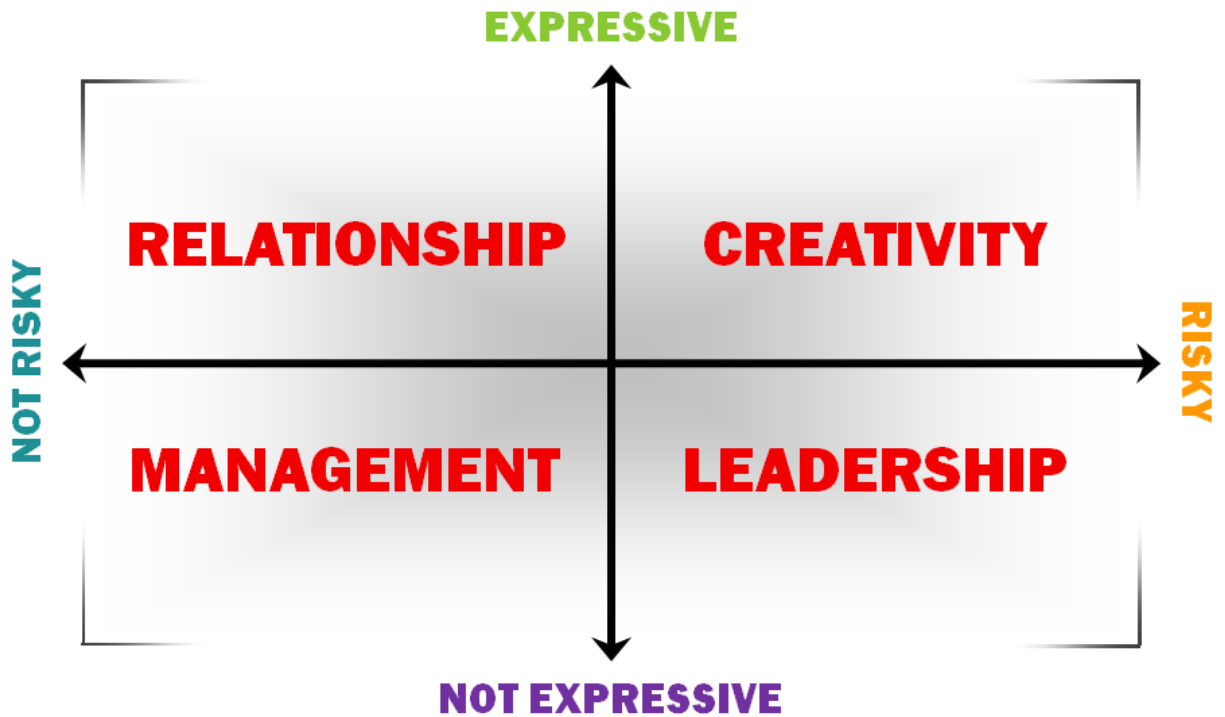
Scoring: This is a personal evaluation based on how well you know yourself and your talents. In most cases, you will likely have one Core Genius, one Complimentary Genius, and two Cooperative Geniuses. You don't have to be aware of your Core Genius to have one, but if you have not yet had enough time to develop your Core Genius, you might not score in the Genius Profile...yet. The margin of error is dictated by your self-evaluation, and thus, the more you know yourself, the more accurate your results.

Application. Most of your success in life will be based on your high scoring Core Genius. Invest your time in doing what you already do well and continue to improve those areas. Your lower scores in the Cooperative Genius mean that you must entrust others who have a Core Genius in these areas...because life's too short to do the things you suck at.

THE CORE GENIUS PROFILE

LIFE'S TOO SHORT TO DO THE THINGS YOU SUCK AT

CORE GENIUS GLOBAL IMPACT		
PEOPLE FEEL:	PEOPLE NEED:	GREAT LEADERS PROVIDE:
Isolated	Connection	Confidence (via Relationship)
Powerless	Empowerment	Capability (via Creativity)
Confused	Clarity	Direction (via Leadership)
Overwhelmed	Organization	Structure (via Management)



	R	C	L	M
Motives & Values	Who: People & Harmony	Why: Ideas & Change	What: Results & Plans	How: Systems & Implementation
Source Of	Confidence	Capabilities	Direction	Structure
Motto	"I'll Be There For You."	"It Seemed Like A Good Idea At The Time."	"If You Just Did What I Told You To Do."	"Git R Done."
Challenge	Making Decisions – Because We Can't Please Everyone	Completing Tasks – Because We Like Starting Them	Rugged Individualism – Because We Must Do It Ourselves	Being Spontaneous – Because Our Routine Works

THE CORE GENIUS PROFILE

IF YOU'RE AVERAGE AT EVERYTHING, YOU'RE GENIUS AT NOTHING



1-2 YRS	3-4 YRS	5-6 YRS	7-8 YRS	9-10 YRS
DISCARD WHAT YOU SUCK AT	DETERMINE YOUR STRENGTHS	CULTIVATE YOUR STRENGTHS	PACKAGE YOUR TALENTS	PERFORM AT YOUR GENIUS LEVEL
UNDERSTAND YOUR WEAKNESSES	ENTRUST WHAT YOU SUCK AT	ENTRUST YOUR AVERAGES	ENTRUST YOUR ANTI-PASSIONS	ENTRUST YOUR ANTI-GENIUSES

WHAT YEAR ARE YOU IN? HOW DO YOU KNOW?

WHAT THREE THINGS MUST YOU DO TO ADVANCE YOUR CORE GENIUS?

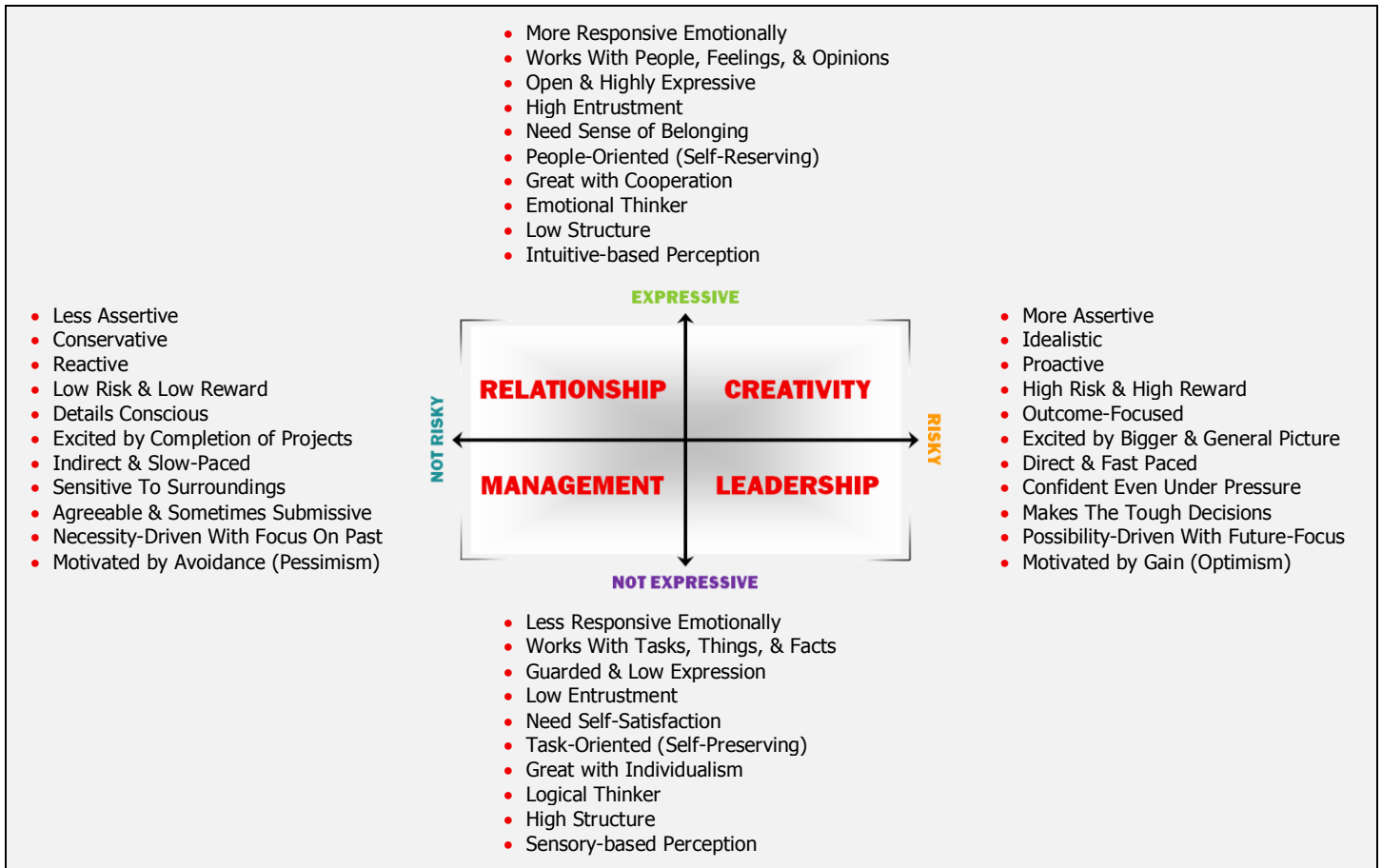
- 1
- 2
- 3

WHO WILL SUPPORT YOU?

THE CORE GENIUS PROFILE

THE EXTREME CASE: IF YOU HAD ONLY ONE GENIUS

	RELATIONSHIP	CREATIVITY	LEADERSHIP	MANAGEMENT
LEADERSHIP	Leads Through Love	Leads Through Change	Leads Through Vision	Leads Through Tasks
MOTIVATION, ADDICTION, & VALUES	Who: People & Harmony, Pleasing Others, Caring, Understanding, Giving, Compassion, Friendliness, Tact, Intimacy, Appreciation, Serving Others, Loyalty	Why: Ideas & Change, Problem-Solving, Admiration Of Ideas, Idealism, Always Thinking, Self-Reliance, In On The Action	What: Results & Plans, Performance & Productivity, In Command & Control, Effective Action, Success, Responsibility, No-Nonsense, Practicality	How: Systems & Implementation, Accuracy, Efficiency, Clarity, Order, Perfectionism, Data, Details, Processes, Follow-Through, Compliance, Policies
RELATING TO THE WORLD	Things Are How We Feel About Them	Things Are Meanings & Metaphors	Things Are Means/Goals To Producing Results	Things Are As Described: Black Or White
SUCCESS BARRIER	Focus Too Much On Others	Chaos In Thought & Ego-Centric	Bossy, Impatient, & Impersonal	Obsessive Compulsive & Critical
HOW TO INFLUENCE	Gets Proof Through Other People & Their Reputations	Gets Proof By Judging Personal Criteria	Gets Proof Through Inner Guidance System & Instincts	Gets Proof From Experts, Facts, Formulas, & History
ACTION	Focused On People, Indecisive, Pleases Others, Passive	Energetic, Improvised, Impulsive, Uninhibited, Not Fully Committed To Task, Overwhelms Self, Aggressive	Visionary, Determined, Most Successful In Office, Aggressive	Conventional, Theoretical, Operational, Procedural, Systematic, Passive
RESULTS	Cooperation In Teams, Helpfulness, Kindness, & Patience	Complex Brainstorms, Imagination, Intuition, Multitasker, Achieves Goals For A Living	Adventures, Ambitions, Confidence, & Powerful Mannerisms	Analysis, Caution, Criticism, Mindful Planning, Precision, & Organization, Replicable
IMPACT	Focuses On Potential: What Might Happen	Focuses On Possibility: What Can Happen	Focuses On Probability: What Could Happen	Focuses On Practicality: What Is Likely To Happen
REACTION IN CRISIS	Average In Crisis: Focuses On What People Are & Should Be Doing	Average In Crisis: Complains About The Crisis & Takes Hot-Tempered Action	Best In Crisis: Takes Charge, Works Well With Pressure & Challenge	Worst In Crisis: Slower To Respond Due To Analysis & Waits For Orders
DEALING WITH CHANGE	Goes With The Flow To Avoid Conflict	Initiates Change Frequently	Rather Inflexible, Prefers To Stay Focused	Change Works If It Fits Within The Current Model
WORKING IN TEAMS	Democratic, Easily Influenced, Easy To Please & Get Along With, Sensitive, Prefers Inclusion	Self-Directed, Overly-optimistic, Nonconforming, Persuasive Bordering Manipulative	Autocratic, Hard-Headed, Impersonal, Influential, Puts Work Before People, Rugged Tenacity, Determined	Enjoys Working Alone, Follows Rules & Guidelines, Dependable, Skeptical, Guilt-Prone, Worrisome
HOW TO BEST COMMUNICATE WITH THEM	Create A Safe Environment, Break The Ice, Ask For Opinions, Be Interested, Be Open & Cooperative	Approach Optimistically, Ask Open-Ended Questions, Show Admiration For Ideas, Avoid Details & Repetition	Organize A Clear & Specific Package, Keep It Brief & Relevant, Show Them That You Want Them To Win	Be Prepared, Be Reasonable, Allow Time To Process, Discuss How Your Ideas Enhance Their Current Plans
TIME MANAGEMENT	Makes Plans Around People & Interruptions, Time Is Relative	Doesn't Like To Be Interrupted When They Are Interrupting Themselves	Very Focused, Strategic, & Time Managed	Accountable & Follows Structured System Of Planning
INTERESTS	Advising, Assisting, Entertaining, Healing, Observing, Teaching	Brainstorming, Innovating, Performing	Directing, Leading, Managing, Mentoring, Negotiating, Owning	Comparing, Diagnosing, Editing, Informing, Operating, Organizing, Studying, Researching
PROFILE CUES	Workspace Is Inviting With Pictures Of People & Mementos On Display	Motivational Slogans, Friendly Workplace, Cluttered Desk Full Of Ideas	Achievement Awards On Walls, Calendar Displayed, & Somewhat Uninviting	Achievement Awards, Work-Oriented & Shows Much Activity



THE DIFFERENCE BETWEEN LEADERS & MANAGERS (& WHY WE NEED BOTH)

- Managers Administer, Leaders Innovate
- Managers Ask How & When, Leaders Ask What & Why
- Managers Do Things Right, Leaders Do The Right Things
- Managers Maintain & Systematize, Leaders Develop Other Leaders
- Managers Rely On Control, Leaders Inspire Trust
- Managers Have A Short-Term Perspective, Leaders Have A Longer-Term Perspective
- Managers Accept The Status-Quo, Leaders Challenge The Status-Quo
- Managers Have An Eye On The Bottom Line, Leaders Have An Eye On The Horizon
- Managers Change Behaviors, Leaders Transform Minds
- Managers Focus On Details & Structure, Leaders Focus On Risk & Initiative
- Managers Complete The Task, Leaders Set The Direction

Note: Core Genius has been researched and practically facilitated and tested with over 23,000 college students and working professionals from across the United States since 1997. Core Genius has been researched against and has similarities with (but is distinctly different from) Myers-Briggs Type Indicator, True Colors, Kolb's Learning Styles, Jung's Analytical Psychology, Katherine Benziger's Personality Assessment, Theological Psychology, Keirsey Temperament Sorter, Aristotle's Personality Philosophy, DISC Behavior Assessment, The Platinum Rule's Behavioral Preferences, and StrengthsFinder's Domains of Leadership.