



10 Tips to Reclaiming Your Joy at Work

Name Your Geniuses

- Write down your top 2 Working Geniuses.
- Keep them visible as your compass for what energizes and fuels you.

Spot Your Drains

- List your 2 Working Frustrations.
- Flag tasks in your week that fall here—they're your biggest risk of burnout.

Audit Your To-Do List

- Mark each major responsibility as Genius, Competency, or Frustration.
- Ask: "Am I spending at least 70–75% of my time in Genius zones?"

Map the Whole Team

- Use the WG framework to chart everyone's strengths.
- Identify over-representation, missing geniuses, and people stuck in frustrations.

Work in Order

- Run projects through the 6 steps of Wonder → Invention → Discernment → Galvanizing → Enablement → Tenacity.
- Don't skip stages; tension usually shows up where something is missing.

Delegate as a Gift

- Pass off tasks that drain you to teammates who light up doing them.
- Remember: what feels like drudgery to you might be someone else's sweet spot.

Set Meeting Altitudes

- Start meetings by naming the WG stage you're in ("We're in Discernment mode today").
- This reduces derailment and keeps the right geniuses at the right time.

Redesign Your Role

- Adjust your job description and daily rhythm with your leader.
- Prioritize Genius work, automate or delegate drains.

Create Genius Time

- Block (at least) 2–4 hours per week for work in your Genius zone. Aim for that block every day.
- Protect this time like any other strategic meeting.

Honor Sacrifices and "Taking One for the Team"

- When you or teammates must work outside your Genius, call it out.
- Express gratitude! It will build morale and acknowledges the extra energy required.