

Zone of Genius

Zone of Genius is a concept from Gay Hendrick's book, The Big Leap. In the book he talks about the four zones that everyone works in, which can be summed up as follows:

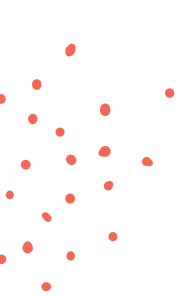
- 1. The Zone of Incompetence** - things you don't do well
- 2. The Zone of Competence** - things you do well but others do them equally as well
- 3. The Zone of Excellence** - things you do extremely well
- 4. The Zone of Genius** - things you were born to do & uniquely suited to do

The ideal state is for you to work only in your Zone of Genius, & every other person on your team to work in their Zones of Genius. When you work in your Zone of Genius, you will get deeper satisfaction out of your work that will spill over into all parts of your life.

The following questions are meant to help discover your Zone of Genius. Through these questions & our discussion, we want to identify the areas of the business that you love, the tasks that you are obsessed with doing & that light you up. We will also learn the areas of the business that don't light you up, & are not in your Zone of Genius. Ultimately, we will want to automate, simplify, delegate, or outsource those tasks. We won't be able to delegate them all right now, but it is good to know what tasks you for sure will want to get off of your plate in the future, & which ones you want to keep, so we are intentional in our hiring & building of the business.

I suggest you read the questions, take a deep breath, get introspective, & just write. Don't worry about format or complete sentences! HAVE FUN!!!





Zone of Genius

1. What do you absolutely LOVE to do? (You love it so much you can do it for long stretches of time without getting tired or bored).

2. What unique ability do you have that provides enormous value to you, your company, & your community?

3. I'm at my very best (& the most fulfilled) when I'm...



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4. When I'm at my very best the exact thing I'm doing is... & what I love most about it is...

5. If money or title were not an issue, what would you really like to be doing in your company?

6. If you could absolutely do anything, every single day, what would you do?



Zone of Genius

7. Things I'm currently doing that I know are in my:

Zone of Incompetence	Zone of Competence
Zone of Excellence	Zone of Genius



Zone of Genius

8. What percentage of time are you spending in your Zone of Genius?

9. Are you satisfied/fulfilled with that percentage? What percentage would you like to be at?

10. What can you start doing today that will allow you to operate more in your Zone of Genius?

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11. What are other tasks, off the top of your head, that need to be done in the business that are not in your Zone of Genius? Which ones of those are YOU in charge of doing right now? How could you automate, delegate, simplify, or outsource them?



*NOTE: This exercise was inspired and adapted from:
'The Big Leap', by Gay Hendricks