

You will need the internet and a device
for this session, your phone is fine!



Mindset is Everything!



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You should expect ...

- To get involved
- To be honest (as much as possible!)
- To leave with a tangible mindset assessment
- To have a little fun!



EVENT MANAGER

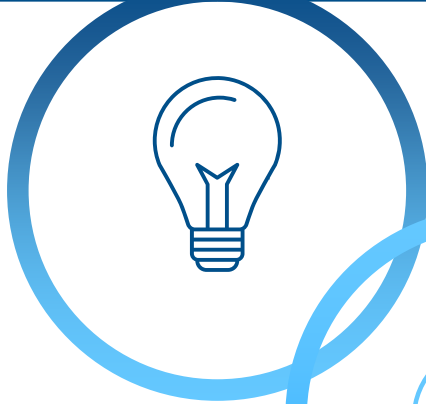
NOUN. [ih·vent ma·nuh·juh]

Someone who solves your problems before you knew you had problems. Also specialises in precision guesswork based on unreliable data that changes daily.

// see also *wizard* and *magician*



It's been seriously tough ...



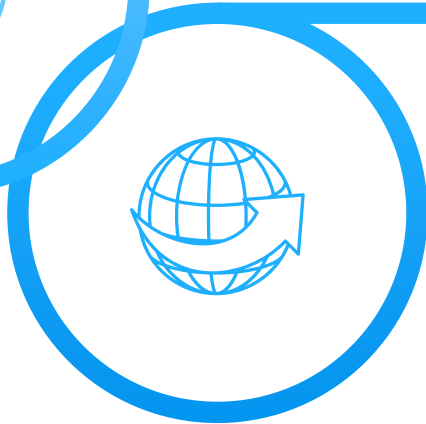
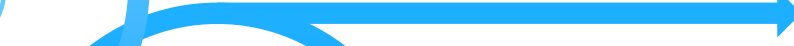
Staff Shortages

Venues operating with 17.5% less staff than pre-pandemic (*MIA November Venue Research Insight Report*)



Supply Chain

"Brexit and rising costs will dent UK hospitality"
(*The Guardian*)



We will win!

- Understanding our own mindset
- Playing people to their strengths
- By doing more of the things that give us joy and energy rather than the things that drain and demoralise us



— 1. Understanding our own mindset

2. Playing people to their strengths

3. By doing more of the things that
give us joy and energy rather than the
things that drain and demoralise us

— In your role, what makes
you feel ...



**Joyful
and
Energised**



— In your role, what makes
you feel ...



**Drained and
Demoralised**

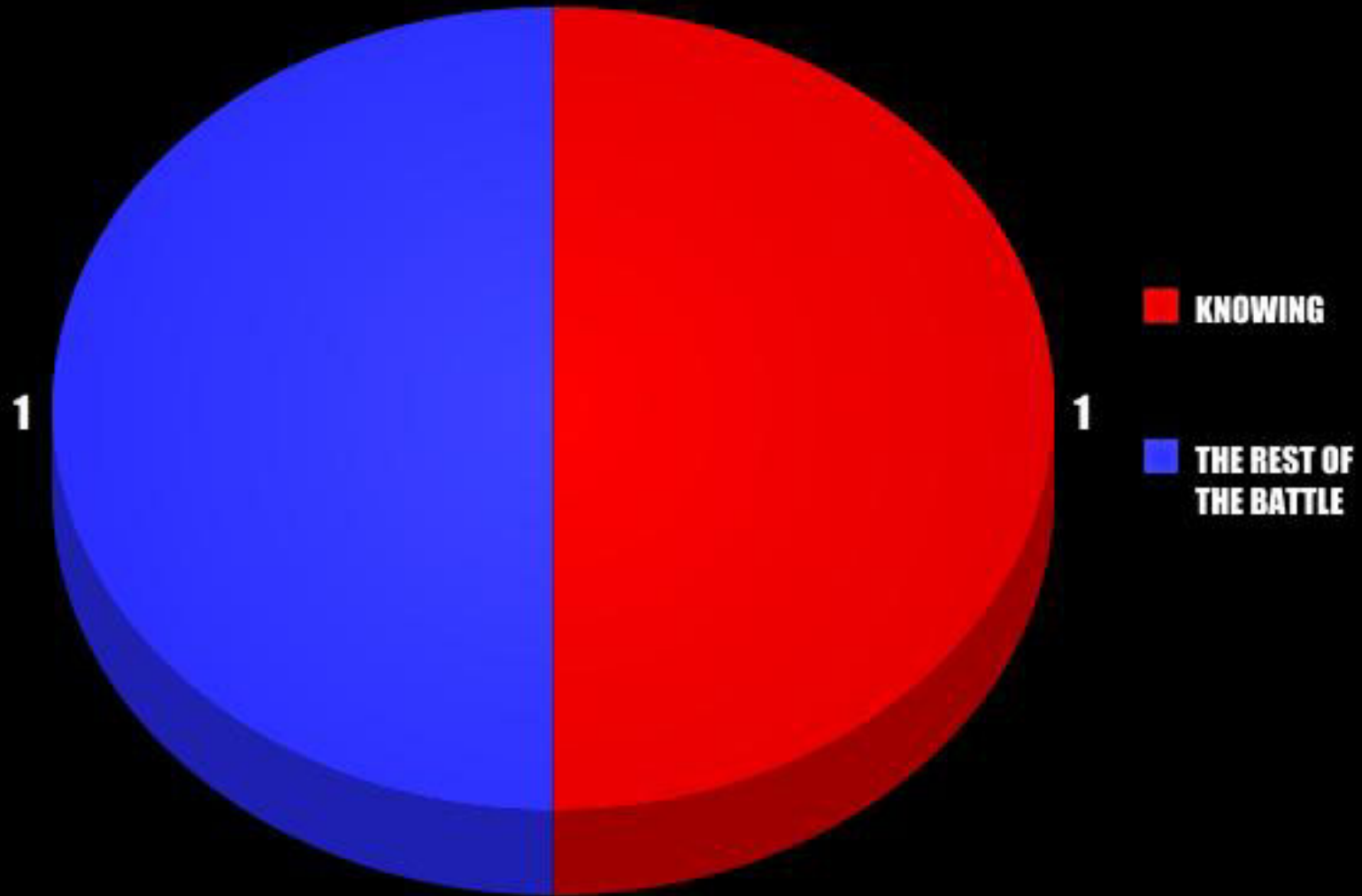


Let's Discuss ...

- Common themes
- Are any of your **drained** post-its someone else's **joy** post-its or vice versa?
- Do you have more **drained** or more **joy** post-its?
- How do you deal with the **drained** post-its currently?



GI JOE'S KEYS TO SUCCESS



Knowing when to stop



"I'm going to take a break"

"I've done enough of *this* for one day"

"Let's see who can help me"

Preventing overflow

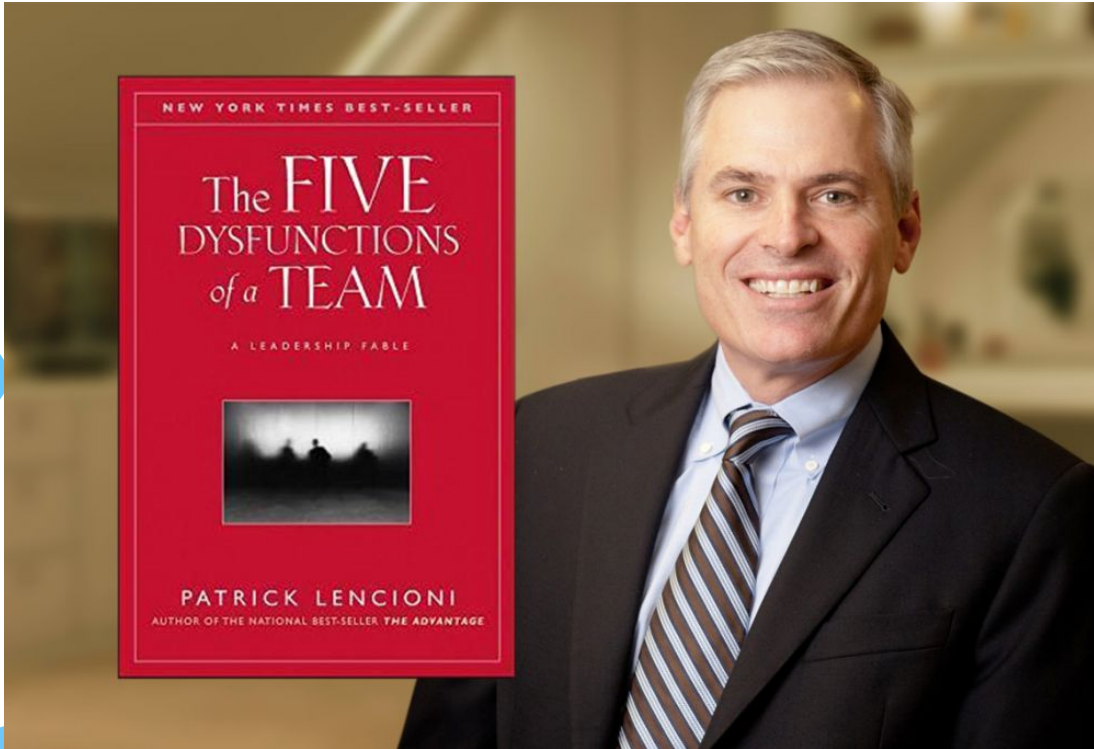


"I can't take it any more!"

"It's time I looked for a new job!"

"This is not in my job description!"

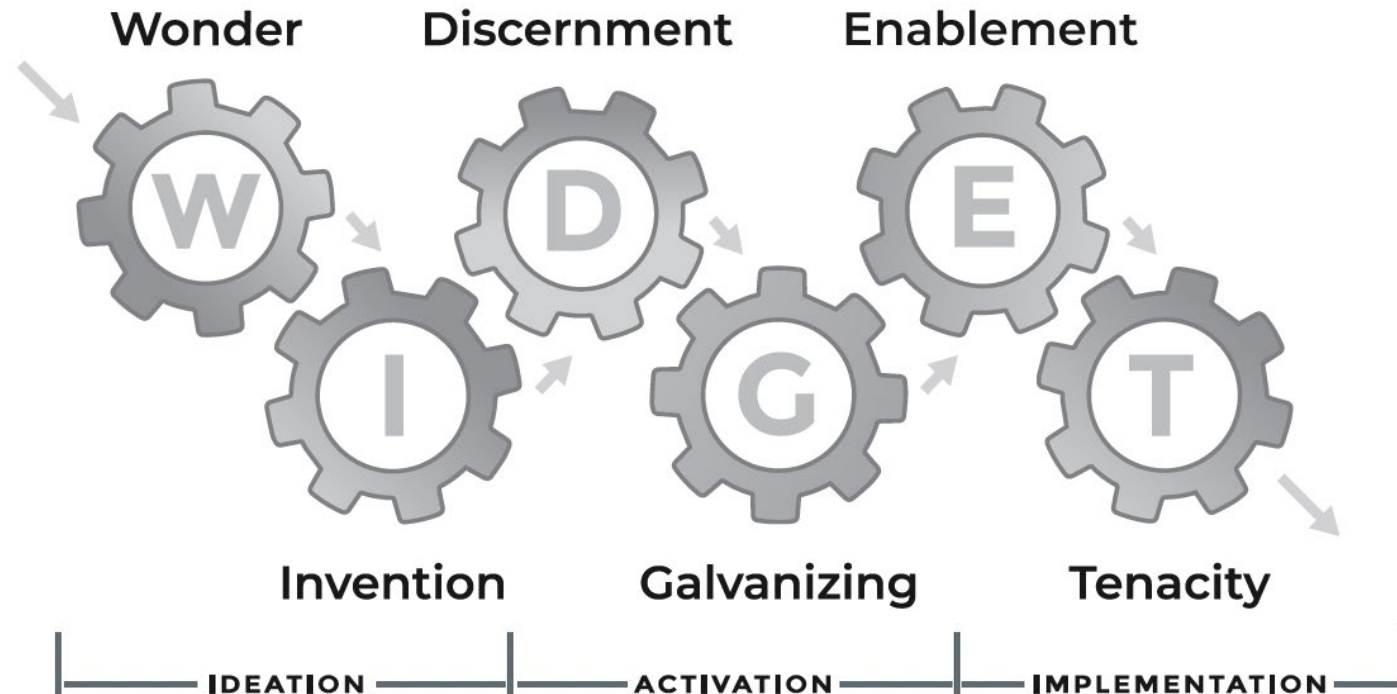
Let's talk science, the research type ...



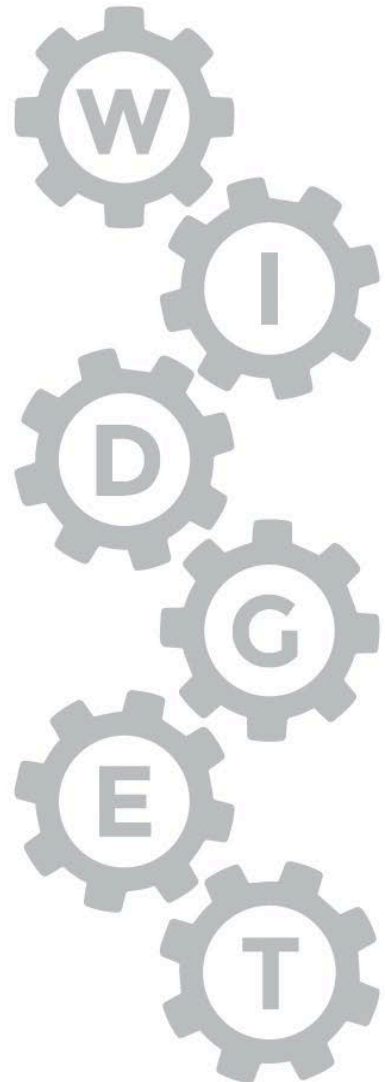
— THE 6 TYPES OF — Working Genius



THE 6 TYPES OF Working Genius



THE SIX TYPES



The Genius of Wonder: the gift of pondering the possibility of greater potential and opportunity in a given situation.

The Genius of Invention: the gift of creating original and novel ideas and solutions.

The Genius of Discernment: the gift of intuitively and instinctively evaluating ideas and situations.

The Genius of Galvanizing: the gift of rallying, inspiring and organizing others to take action.

The Genius of Enablement: the gift of providing encouragement and assistance for an idea or project.

The Genius of Tenacity: the gift of pushing projects or tasks to completion to achieve results.

Working Genius



Working Competency



Working Frustration



WORKING GENIUS:

Your *likely* areas of Working Genius are **Invention** and **Galvanizing**.



You are good at and enjoy creating original and novel ideas and solutions.



You are good at and enjoy rallying people and inspiring them to take action around a project, task or idea.

WORKING COMPETENCY:

Your *likely* areas of Working Competency are **Discernment** and **Tenacity**.



You are capable of and don't mind using your intuition and instincts to evaluate and assess ideas or plans.



You are capable of and don't mind pushing projects and tasks through to completion to ensure that the desired results are achieved.

WORKING FRUSTRATION:

Your *likely* areas of Working Frustration are **Enablement** and **Wonder**.



You *aren't* naturally gifted at and/or derive energy and joy from providing others with encouragement and assistance for projects and ideas.



You *aren't* naturally gifted at and/or derive energy and joy from pondering the possibility of greater potential and opportunity in a given situation.



Insights for
Luke W.



— Your turn!

Go to:

[www.workinggenius.com/
assessment/kinetic-
software-avs-2021](http://www.workinggenius.com/assessment/kinetic-software-avs-2021)



Let's Discuss ...

- What do you make of your assessment?
- Has it surprised you?
- What will your team make of your assessment?
- What will you consider doing differently?



Summary

- Learning about our mindset is never a bad idea!
- Rolling this out across your team could be helpful
- Your team may say “that’s so you!” if you show them your assessment. Healthy conversations usually follow
- It may not be practical to always divvy up tasks, but knowing you are doing something that frustrates you can win half the battle



More information can be found at
www.workinggenius.com



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Thank you.