



Prism Symposium 2026

“Understanding and Valuing your unique wiring and worth in the workplace.”

Presented by:

Justin Studebaker M.A., Owner

April 23, 2026

GET STARTED



***The world
needs who
you were
made to
be.***

*Each of us has untapped
talent & potential to unlock,
we just need the key.*

*Working Genius Model we
will discuss=key to
understanding and valuing
wiring and worth.*



STUMBLING UPON MY VALUE

**FROM A SIMPLE DESIRE TO
IMPACT LOCAL TEENS IN
FOSTER CARE 11 YEARS
AGO.....**



9 years later...



A single workshop with one volunteer and 4 teens led to thousands of volunteer hours, hundreds of foster youth impacted, and dozens of Nordstrom shopping sprees, style workshops, proms, skills workshops, and fundraising events—raising hundreds of thousands of dollars.

HAS ANYONE ELSE UNDERVALUED THEIR ABILITIES IN THE PAST, ONLY TO BE SURPRISED BY WHAT COULD BE ACCOMPLISHED WHEN THEY LEVERAGE THEIR STRENGTHS? (AND THOSE ON THEIR TEAM)

“It’s the type of work, not amount of work that matters”

–Patrick Lencioni



BURNOUT

ENERGY

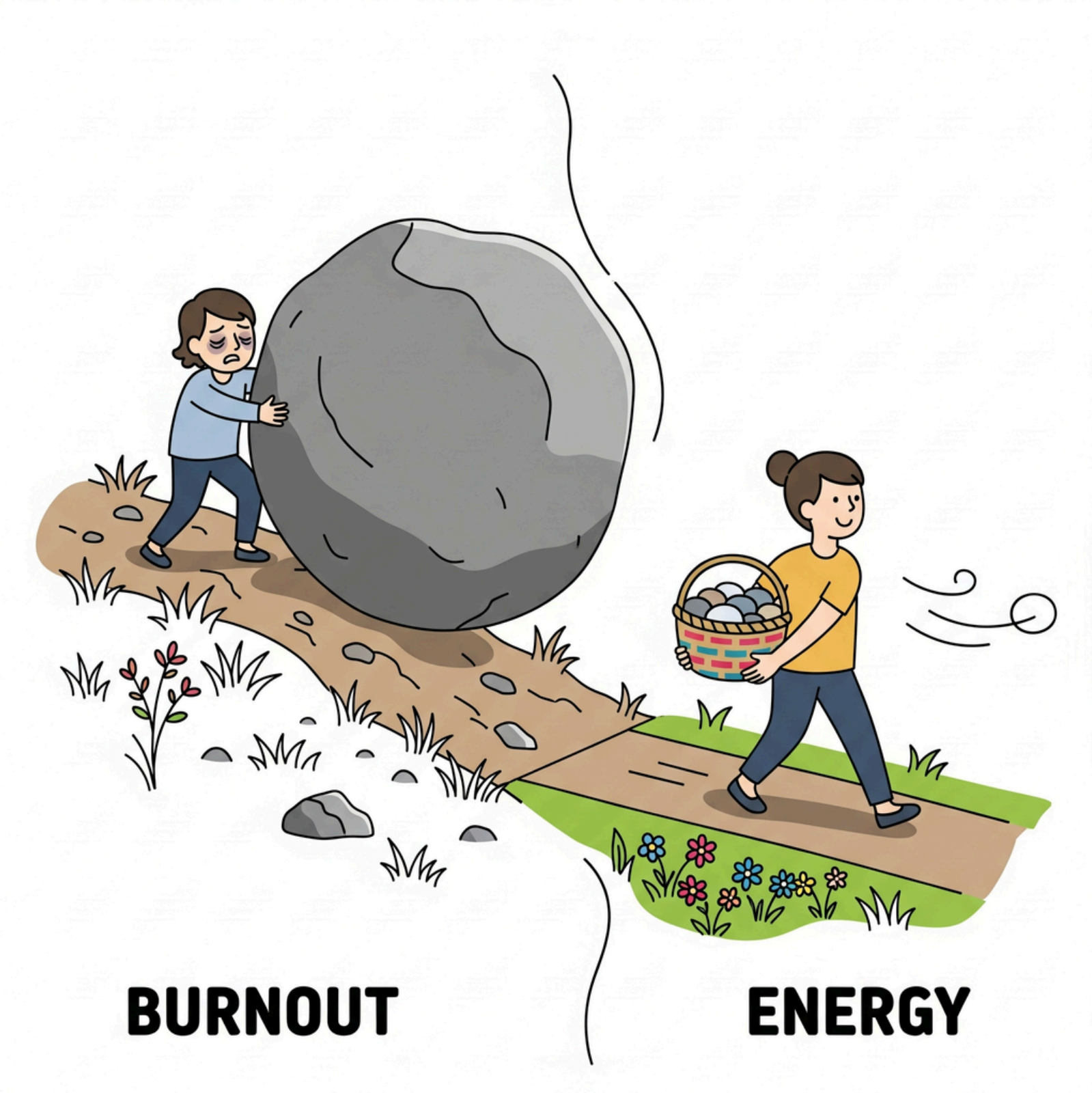
2021... A TURNING POINT.

*The year I began to understand—and truly value—my unique wiring and worth.
Maximizing potential of my volunteer team.*

*Founding Certification
Group in The 6 Types of
Working Genius.*



Burnout Reduced and learned the power of collaboration!



BURNOUT

ENERGY

**WHAT IS POSSIBLE WHEN WE
UNDERSTAND AND VALUE OUR UNIQUE
WIRING AND WORTH.**

LET ME TELL YOU ABOUT MELISSA...





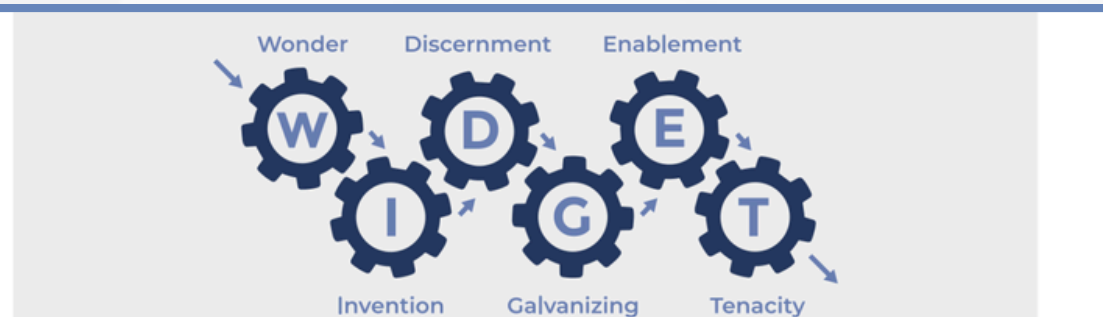
- ***Melissa went from burnt out and overlooked, to fulfilled and promoted.***
- ***Higher level of confidence, better leader and gained the super power of self awareness.***

WORKING GENIUS

**WHAT YOU KNOW ABOUT YOURSELF
AND YOUR WIRING DRAMATICALLY
IMPACTS YOUR TEAM, WORK, FAMILY
AND PERSONAL WELL-BEING.**

**SELF AWARENESS IS A SUPER POWER
BECAUSE WE ARE ALL SO UNIQUE!**

PULL OUT YOUR WORKING GENIUS OVERVIEW AND ALTITUDES HANDOUTS



Ranking Your Geniuses (1-6):

1: Your strongest area of work (high-capacity & sustainable energy gain)

6: Your weakest area of work (low-capacity & energy draining)

WONDER: Discovery conversations with potential clients, big picture brainstorming, forward thinking, asking great questions, deep curiosity, avid listening, steady demeanor, never satisfied with the status quo, noticing and defining the right problems and/or opportunities to explore, providing pace and direction at start of workflow. First step in all new work and/or relationships. Often overlooked because their greatest contributions are qualitative and subtle in nature.

INVENTION: Disrupting the status quo with outside the box thinking, ideas and solutions. Visionary big picture thinking. Craves the freedom to build things and chart the course. Creates win-win solutions to client problems. Always looking for new ways of doing things. Wonder defines the problem or opportunity, invention provides the innovative solution. Sees problems and solutions most clearly working ON business. May jump impulsively into action with their ideas.

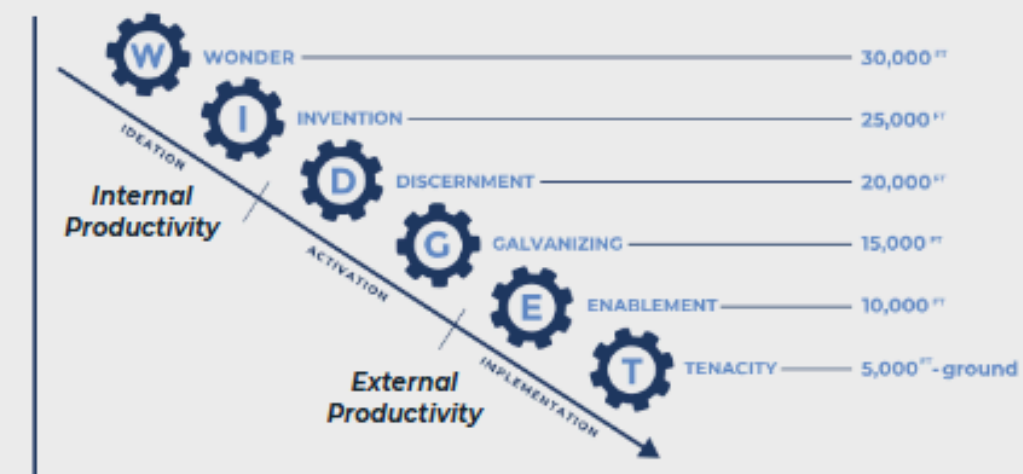
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TENACITY: Highly valued, task-oriented drivers. Produces high quality, relentless follow through laser focused on the bottom line. Gifted at task switching and managing a heavy task workload. Loves crossing items off a task sheet and/or seeing things cross the finish line. High sense of urgency and attention to quality can make them micro managers when leading a team.

THE ALTITUDE OF GENIUSES



WONDER

Wonder takes place at the highest elevation, with our heads in the proverbial clouds. Pondering, questioning, and speculating happens long before, and high above, the place and time where an idea is truly put to the test.

INVENTION

Invention comes a little lower in elevation but still quite high. Once a question is posed or a need is uncovered, Invention kicks in, yet still long before and above Implementation.

DISCERNMENT

Discernment takes the idea just a bit lower than Invention, assessing the practicality and usefulness of the idea or proposal. After this vetting takes place, the idea or endeavor is getting closer to the ground.

Internal Productivity: Strategy

GALVANIZING

Galvanizing comes next, marshaling the human capital needed for buy-in and Implementation. People are inspired, recruited, enlisted, and organized for support. Things are getting close to the ground now.

ENABLEMENT

Enablement is where Implementation begins, with people pitching in and getting an initiative or endeavor rolling.

TENACITY

Tenacity is where the work gets fully completed. This is where the rubber meets the road, if you will.

External Productivity: Operations

REFLECT ON THESE QUESTIONS:

- ***What is one work activity that you gravitate towards and absolutely love? We call these Geniuses.***

Galvanizing Genius= I love sharing ideas and inspiring a crowd like this!!!

- ***What's one work activity you avoid and/or are drained by? We call these Frustrations.***

Tenacity Frustration= I hate spreadsheets!!!!!!

THE 6 GENIUSES: CREATING THE WIDGET



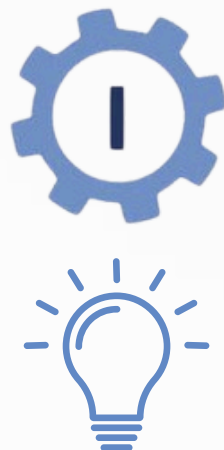
WONDER

Loves to speculate and question. They love to sit in the ambiguity and imagine the possibilities. Wonder is the high-level work of ideation and thought. Wonder requires a 30,000 ft. view of a project.



GALVANIZING

Great at pushing people out of their comfort zone and inspiring them to get started. They enjoy rallying people around an idea and getting them moving in the right direction. Coming closer to the ground, this type of work sits at 15,000 ft.



INVENTION

Gets joy from taking on challenges and generating solutions. They enjoy innovating from scratch and love a blank whiteboard or piece of paper on which they can brainstorm. Invention is also high-level work at 25,000 ft.



ENABLEMENT

Knows how to help, when to help, and can flex to whatever the situation calls for. They are people-oriented, want to help realize a vision, and provide the support needed to move solutions into the first stages of Implementation. Implementation begins here, making this phase of work a 10,000 ft. view.



DISCERNMENT

Have a natural ability to evaluate the workability of ideas. They know how to connect the dots and give people good feedback across a broad range of topics. Discernment brings ideas closer to the ground at a 20,000 ft. view of the project.



TENACITY

Task-oriented and loves to take things across the finish line. They ensure a project is going to have the impact it's supposed to and get joy and energy from checking off a box on the "to do" list. Where the rubber hit the road, tenacity brings work down to 5,000 ft and lower.

- **Scenarios:** *Who loves.....*
 - *Brainstorming with a blank whiteboard for hours? (W/I)*
 - *Providing risk analysis and trusted counsel (D)*
 - *Rallying and energizing a large crowd around a new plan? (G)*
 - *Providing behind the scenes support at events? (E)*
 - *Excel spreadsheets and gets energy finishing detailed tasks? (T)*



**GENIUS
ENERGY GAIN**

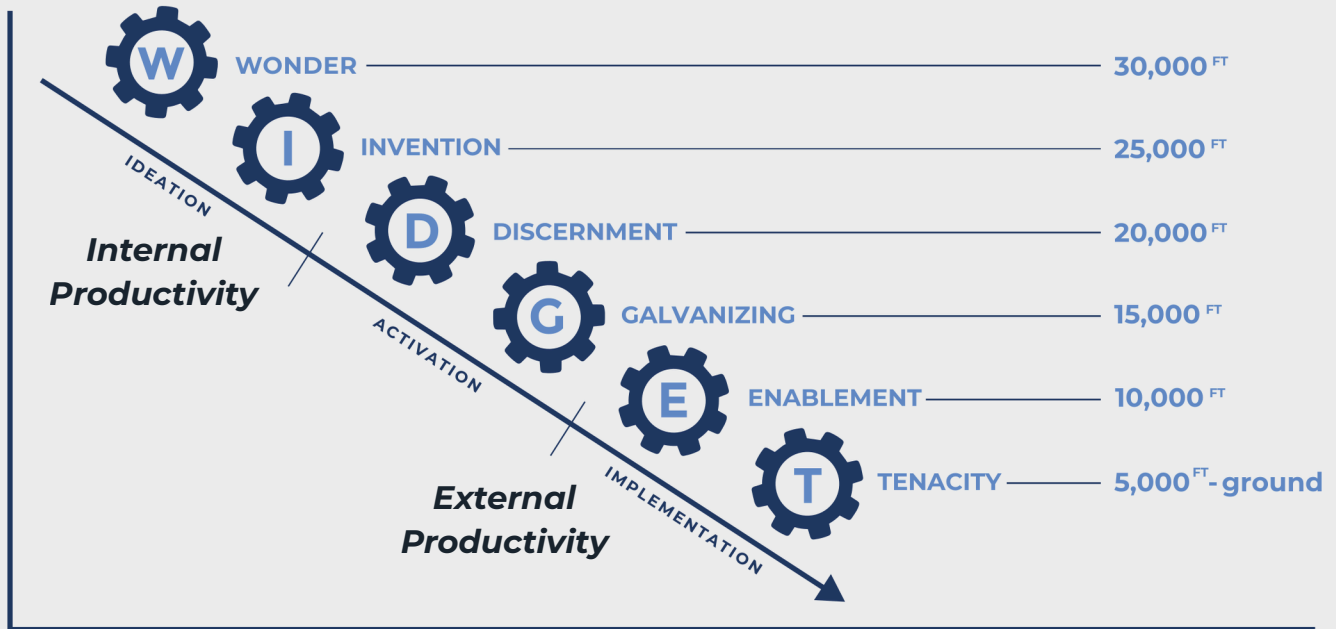
**COMPETENCIES
ENERGY NEUTRAL**

**FRUSTRATIONS
ENERGY DRAIN**

**START THINKING
ABOUT WHAT YOUR
GENIUSES AND
FRUSTRATIONS COULD
BE.**



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UNDERSTANDING WHAT YOU GRAVITATE TOWARDS AND AVOID

- *The higher the altitude, the more strategic and big picture thinking. Strategy Meetings/Conversations*
- *The lower the altitude, the more tactical and detail oriented. Tactical Meetings/Conversations*

**VALUING CERTAIN
ALTITUDES AND
GENIUSES MORE THAN
OTHERS...**



POWER OF COLLABORATION

**Wonder-Invention-Discernment loop=Clear
and Proactive Decision Making**



Evaluating Risks and Realities



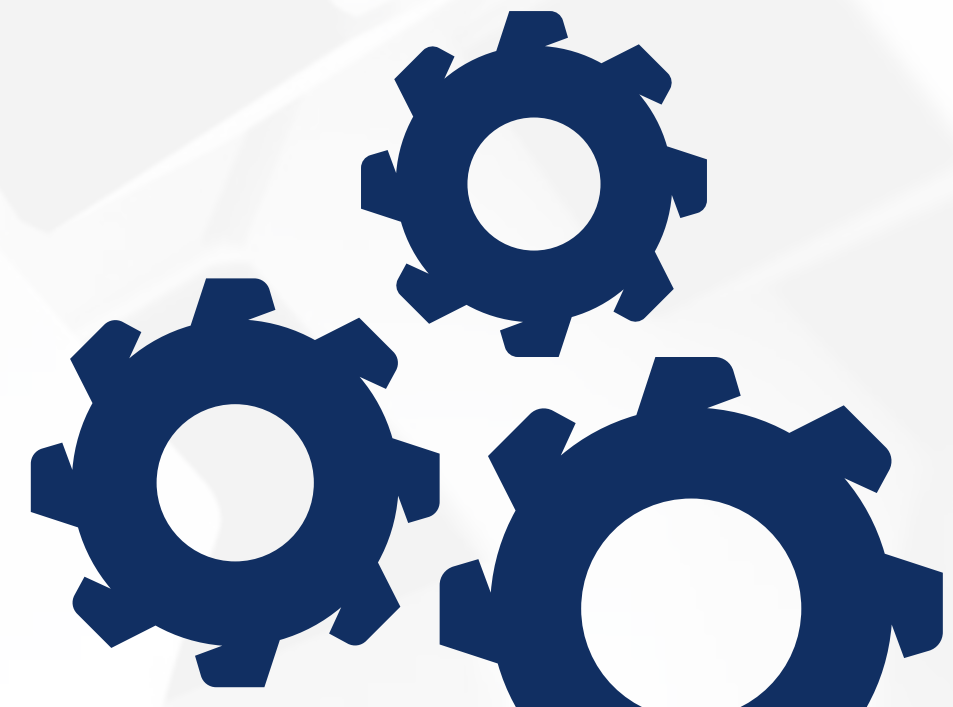
Idea Possibilities



Proactive and Effective Leadership Decisions
Wonder-Invention-Discernment

***WIDGET TEAMS=NEURODIVERSE TEAMS that
reduce risk and increase positive outcomes***

Aligned and Engaged Operational Execution
Galvanizing-Enablement-Tenacity











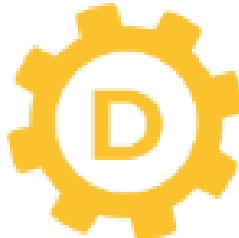





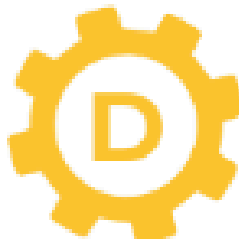












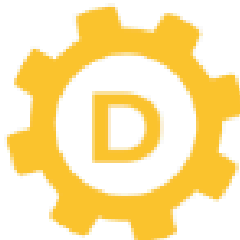




WORKING GENIUS AT WORK

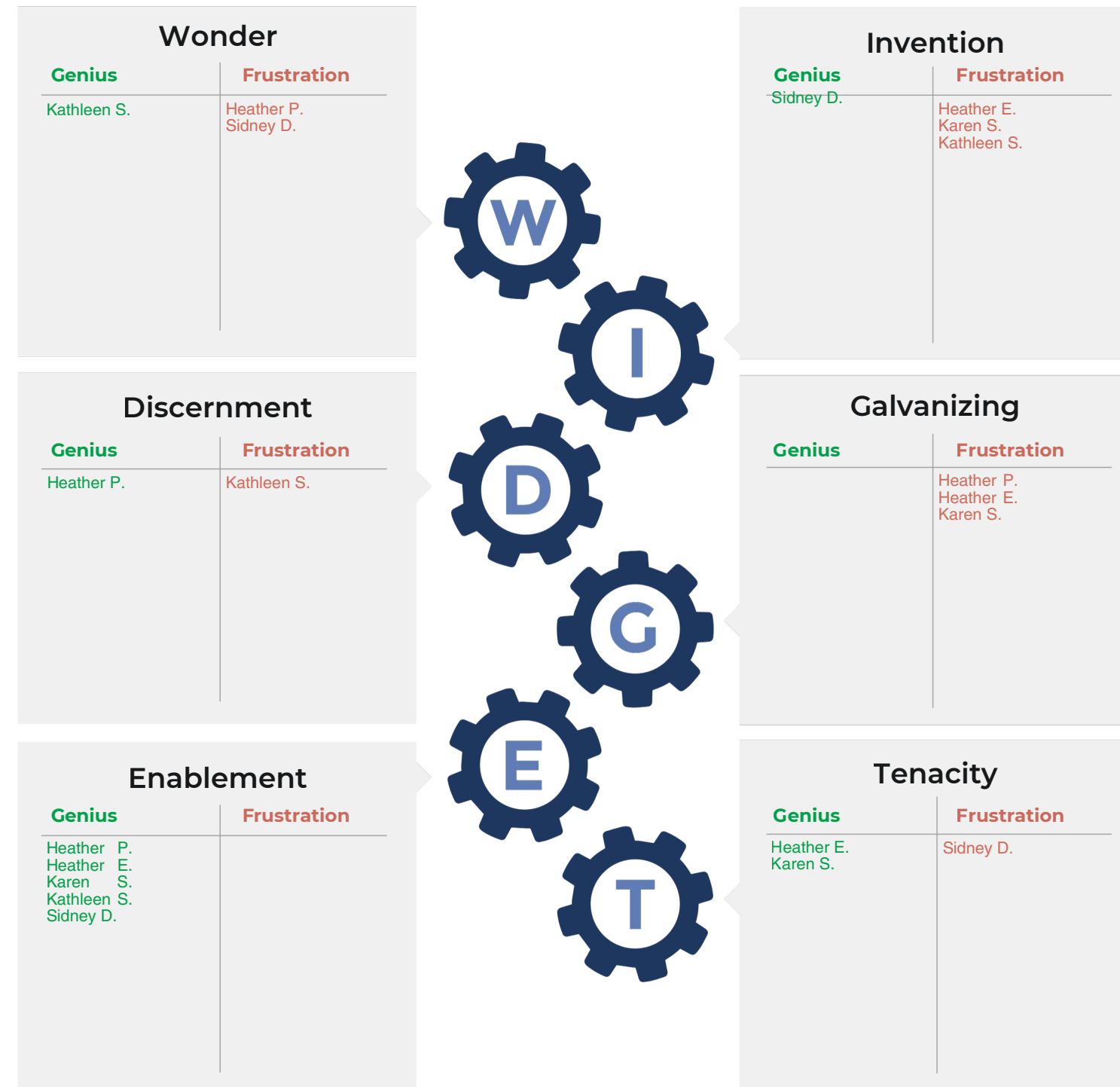
*PRISM EVENT STAFF....SHARE
PRACTICAL STORIES WITHIN
PRISM TEAMS*

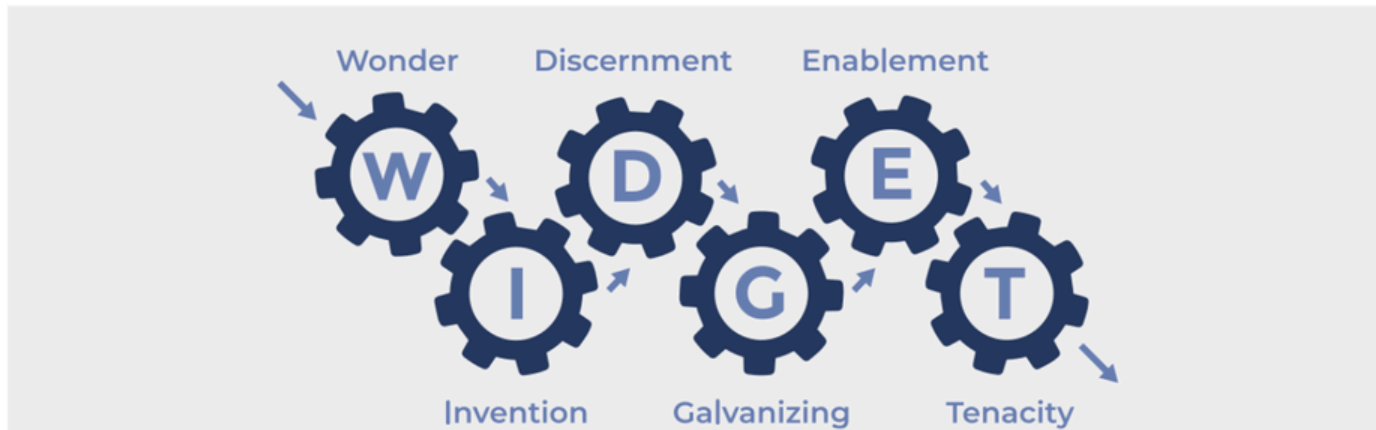
Team Map

PRISM event team

	Working Genius	Working Competency	Working Frustration
Heather P.	 	 	 
Heather E.	 	 	 
Karen S.	 	 	 
Kathleen S.	 	 	 
Sidney D.	 	 	 

Team Map
PRISM event team





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ACTIVITY:

*Grab this handout
and grab a pen*

***Understanding and valuing you
unique wiring and worth.***

IDENTIFYING UNTAPPED POTENTIAL AROUND VALUE AND WORTH

This is self ranking energy and fulfillment, not rating your level of ability (5 minutes)

1 & 2=Geniuses: Highest level of sustainable energy/fulfillment

3 & 4=Competencies: Medium level of sustainable energy/fulfillment

5 & 6=Frustrations: lowest level of sustainable energy/fulfillment

W/D/E “Responsive” Frustrations are considered Blind Spots vs Burnout Boulders.

QUESTION & ANSWER



Who ranked Tenacity as a Genius?





*** CONGRATULATIONS!**



***you have the most understood and valued Genius
Key to a team maintaining focused task execution***



**Who ranked
Wonder or
Discernment
as a Genius?**





CONGRATULATIONS!

*You have the greatest potential to help
your team and family make more
informed plans & decisions! Own it!*



***Closing thought: Invite your
Wonder and Discernment people
to share their thoughts early on
in the decision making process.***

PRACTICAL TAKEAWAYS

- Pick one Genius activity to add to your schedule, one Frustration activity to delegage, automate or discard.
- Share your Geniuses and Frustrations with a close collaborator and what you learned.
- Consider having your team take the Working Genius and create a team map to better understand each others wiring and role fit.
- Want to go deeper understanding, valuing and leveraging your talents?



**Complimentary 30-minute
consult with Assessment \$40.**



**Working Genius Advantage Course
50% off with coupon code "Justin"**

**\$50 consult, assessment and course
Market value: \$225**



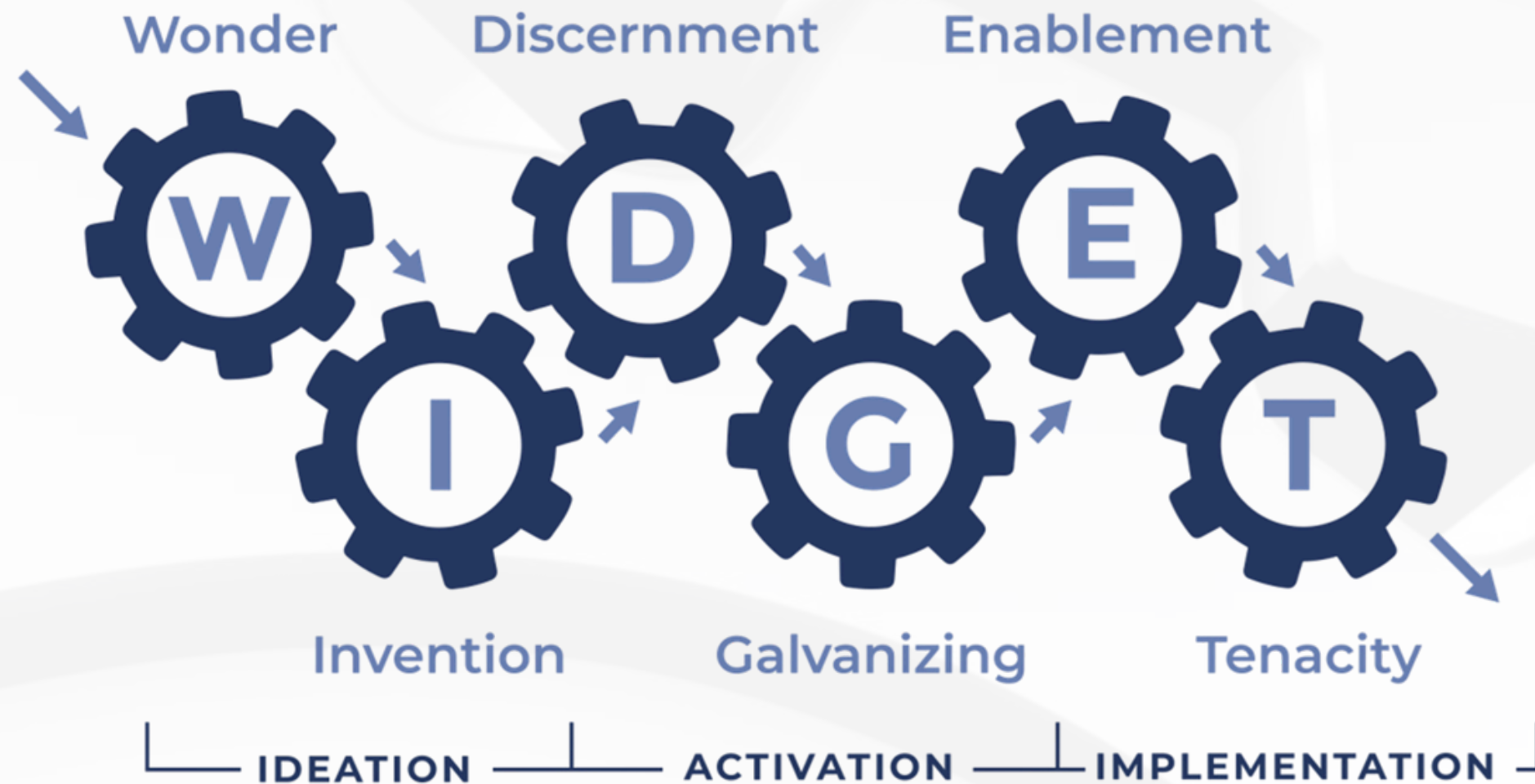
www.SymphoneoConsulting.com



**THANK
YOU!**

Come say hello with any additional questions!

LEVERAGE GENIUSES AND OVERCOME FRUSTRATIONS



“— *Patrick Lencioni*
It isn't the amount of work you do,
it's the type of work that matters.”