

Structuring Around Your Wiring With Cody Thompson - Episode 444

Noticing signs of burnout on your team? You could have the right people, just in *the wrong roles*.

Teams work best when they're structured around each person's unique wiring. Understanding your own wiring, what each role requires and how your team's strengths fit together can help you lead and work in a way that is more effective, fulfilling and sustainable.

In this episode, Amy and Sean sit down with Cody Thompson, Chief Operating Officer at [The Table Group](#), to talk about how [Working Genius](#) can help your staff avoid burnout and serve in the way God has wired them.

Key Quotes

- “Your Working Genius is like riding a bike downhill. A Working Frustration, on the other hand, is like riding a bike uphill.”
- “When you do things in your Working Genius, it's like charging your battery.”
- “We typically think of burnout as the amount of work that you have, but the truth is that it's more about the type of work that you're doing, which is a very liberating idea.”
- “You can do very little work in your frustration and get burned out, and you can do tons of work in your genius and be totally fulfilled.”
- “When you think of the Working Genius, if you skip a step, you're actually skipping a person. The way God wired them to contribute.”
- “If you know who you are as a leader, then you can start to understand the gifts and talents of your team and tap into those gifts and talents.”

Self-Assessment: How Are We Doing?

Knowing your Working Genius can help reveal ways you and your team may be working outside your natural wiring, which can lead to burnout. Consider taking [the assessment](#), and then use the following prompt to self assess how well your work aligns with your wiring.

1. Write out your daily tasks and responsibilities, and then attribute each item to one of the Working Geniuses.
2. If more than 70% of your work is outside of your Working Geniuses, what parts of your job should shift to someone else?
3. Who on your team or in your church has the wiring needed to do those tasks with joy?

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