

NATIVE GENIUS[®]

Power Up Your Natural
Abilities for Success
and Happiness



Save Yourself From Soul-Sucking Work

This pdf accompanies the video to provide more details, definitions, examples, and “how-tos.”

Be sure to **watch the video** because the stories make these details come to life and help you really “get it”!



Your Native Genius is when you're at your most creative, effective, and successful. This is the kind of work that makes your heart sing.

In this mini-course, we'll cover...

The two hidden obstacles

that keep you stuck in
draining work

The two practices

to start using your
Native Genius right away

You'll see beyond what you're good at to how you're naturally gifted.

As overachievers, most of us focus on what we're good at to build our careers. Of course. But the problem is, there are things we're good at, that we don't like doing.

When we spend too much time doing these things it's draining—even soul sucking—mentally, emotionally, and spiritually. So many people just accept this as the norm, and grind through it.

When you're not enjoying your work, you're relying on your non-native abilities you think you should like, or should be better at—and going against how you're naturally wired to work. That's exhausting and defeating.

This is where your Native Genius comes in. Your Native Genius is how you as a human being are uniquely wired to work, and it lies at the intersection of what you're good at and love doing.

Let's drill down a little more...

Your Native Genius is as unique as your fingerprint. It's already inside you and everyone. It's what you want to do, enjoy doing, and comes naturally.

When you use it, your Native Genius can feel like nothing, but it's something. It's activities and behaviors that come so naturally you barely notice you're doing them (that's the Native part) that are making a bigger difference than you realize (that's the Genius part).

Your Native Genius arises in small moments when you're contributing to something that matters to you. You know you're using it when you're interested and curious without trying, and your eyes are lighting up.

MELU My Eyes Light Up®

When your Native Genius is ON, we call that **My Eyes Light Up, or MELU for short** (MEE-lou). MELU is a special kind of enjoyment and focus while you're working that signals you're using your Native Genius. You feel a YES of eagerness. You want to do this. You feel a YES of action. Your mind is already working on it without you trying. You're naturally interested, curious, and resourceful, without making yourself be. You're challenged in a good way and you're contributing to something that matters to you. You want to keep doing it. MELU is more than everyday enjoyment. It's your lifeforce igniting to do the work in front of you.

MEGO My Eyes Glaze Over®

MEGO or My Eyes Glaze Over (MEE-go) is when your Native Genius is OFF. It's a distinctive type of disinterest or boredom that signals you're using non-native abilities. As much as you try to make yourself like it, you're just not wired that way. You're not naturally curious, interested, or resourceful. You tend to procrastinate. Even though you might be decent at it, it feels like a grind because you have to make yourself pay attention and do the work in front of you. As much as you try to bring your lifeforce to this work, it doesn't naturally ignite. You manufacture interest and force yourself to do it as best you can.

1 The first obstacle

Enjoyment gets a bad rap

The first hidden obstacle that keeps us stuck in draining work is that enjoyment gets a bad rap.

So what happens?

We dismiss and deprioritize the special kind of enjoyment that is our Native Genius in action. This is a shame and a waste of your gifts, because this special kind of enjoyment is signaling when you're at your most creative, effective, and impactful.

Let's change that!

1 The first practice

Start noticing MELU and MEGO

You're already experiencing MELU and MEGO everyday. Native Genius is easier and more memorable than personality tests because you connect with your direct experience of MELU and MEGO and you immediately know what to move towards and away from to be more happy and successful in your work.

So your first practice is building awareness of your MELUs and MEGOs. Start a MELU+MEGO Inventory and keep track of them. Also, during your day, play around by saying to yourself, "MELU Alert!" or "MEGO Alert!"

When you start to name your MELUs, YEAH-BUTS will probably arise like, "YEAH-BUT anyone can do this (I promise they can't)" or "YEAH-BUT this won't amount to anything." YEAH-BUTS are normal, and it's also OK to NOT have YEAH-BUTS.

Examples of MELU

MELUs are synonymous with Native Genius. You have many MELUs. In the examples below, notice how one person's MEGO will be another person's MELU.

- Conducting a focus group with users who are uncomfortable speaking up
- Helping my direct report with data analysis
- Solving a product roadmap dependency issue
- Creating the statistical model in response to the security breach
- Helping Shana and Conrad clean out their garage*

*Personal MELUs almost always relate to Native Genius at work. In this example, if you minimize, streamline, and organize things in your personal life, how do you use that same "organization mind" at work?

Examples of MEGO

MEGOs are synonymous with Non-Native abilities you're NOT naturally wired for. It might be hard to imagine, but some people have MELUs for your MEGOs!

- Adding visuals to a presentation deck
- Improving production logistics for our #1 product
- Planning the company holiday party
- Closing a sales deal when just meeting the client for the first time



CRUCIAL TIPS ABOUT MELU

Getting specific about MELUs helps you uncover detail and nuance about what you enjoy in particular. This makes your MELUs more actionable.

MELUs are activities and behaviors that YOU DO—not something that someone else does, and not the result or response to your MELU. For example, this is not a MELU: "When Soo had an aha moment in our coaching session." Change it to what YOU DID. For example, "Coaching Soo to see another person's perspective."



CRUCIAL TIP ABOUT MEGO

MEGOs are activities and behaviors that YOU DO—not something that someone else does.

For example, this is not a MEGO: "When the product team didn't implement my recommendations."

Examples of YEAH-BUTS

- YEAH-BUT this will never amount to anything.
- YEAH-BUT everyone likes to do this / anyone can do it.
- YEAH-BUT this will never get me promoted.
- YEAH-BUT I have to keep doing this MEGO if I want to be promoted.



YEAH-BUTS are obstacles and hesitations to our MELUs and MEGOs. It's normal to have them and they will vary over time and for different MELUs and MEGOs. Growing your Native Genius is a lifetime journey and will always involve solving for YEAH-BUTS.

How to work with your YEAH-BUTS

The first step to solving for your YEAH-BUTS is to write them down. Research shows that when you name your YEAH-BUTS, they will have less power over you.

The next step is to find the Deeper YEAH-BUTS lurking underneath the first YEAH-BUT by asking yourself, "With this YEAH-BUT, what's at risk, uncertain, or emotionally exposing for me personally?" This is Brené Brown's definition of vulnerability. When you name the vulnerability lurking underneath the first YEAH-BUTS, you start to see the issues that need attention first—and they are almost always the inner issues of guilt, self-doubt, belonging, etc.

For example, your first YEAH-BUT might be, "This isn't my job" and the Deeper YEAH-BUT might be, "YEAH-BUT I'll step on Sacha's toes," or "YEAH-BUT I'll look self-serving." In this example, solving for the YEAH-BUT is how to speak up and take action without stepping on toes and looking self-serving. Which can be done. But to take these steps, we all need support from trusted confidantes.

We need time to unpack and be understood for our fear and concerns, which means we need empathy first. After we get empathy and feel fully understood, then—and only then—will encouragement and problem solving be helpful. We've all been in situations where people are giving us advice but they don't really "get us" and it feels like a waste of time. Lean into your trusted confidants and talk about your deeper YEAH-BUTS. Then steer your confidante to empathize before you start problem solving.

What to do if you can't yet relate to what MELU and MEGO feel like

1

If you don't know what your MELU's and MEGO's are at first, spend a day at work noticing how you feel. See if you can catch yourself doing something that makes your eyes light up, your mind hum, and you are feeling a sense of enjoyment while doing it. That's a MELU Alert. Write down what you are doing specifically at that moment. Don't worry if it feels insignificant or you have YEAH-BUTS. At this stage, you want to build awareness.

A word of caution. If you try to figure out how you will use a MELU while you are tracking your Inventory of MELUs, you could miss your MELUs because you may not think they are "worthy" enough to write down. Don't make that mistake. Just write down any MELUs you notice, and then worry about how you will use them later.

2

Then for MEGOs, notice when your energy is slogging, when your eyes are glazing over, when you feel the soul suck while you're working. That's a MEGO Alert. Write down what you are doing specifically.

3

Keep an inventory of your MELUs and MEGOs over time to give you more clarity and awareness.

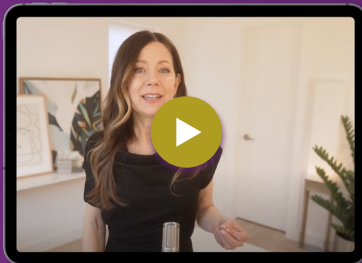
2 The second obstacle

Waiting to take action

How do we make our way to more MELU and less MEGO? We can start right now, but most of us wait. The second hidden obstacle is waiting to take action.

We wait because we think we don't have any options now. Or we wait to figure out our Native Genius, or we wait to know where we're going, or to orchestrate a big change, etc.

Waiting keeps us stuck and we'll miss small opportunities that are possible now, which can gain momentum over time.



Be sure to check out the video for a story of how Sajit took an everyday situation at work and shaped it to use more MELU and less MEGO.

2 The second practice

Morphing

Instead of waiting, your second practice is intentionally phasing in more MELU by speaking up and changing circumstances in your day-to-day work. We call this practice "Morphing" your Native Genius.

Morphing is a gradual process of change. Imagine making a shift towards MELU dozens and then hundreds of times. Morphing will change the course of your work.

Morphing takes courage, because to us, our Native Genius might feel insignificant, but to others, the impact is shimmery—meaning memorable and above even "above and beyond."

Getting started with Morphing

1 Re-think how you respond to requests—professional and personal!

Be sure to watch the video for the story of Sajit. Instead of simply saying yes to a request, she orchestrated the situation to use more MELU and less MEGO. Consider making a list of situations and people where you're responding to requests—think one-on-ones with your manager, client meetings, volunteer meetings, etc. Think in advance about ways you can pause before saying yes, and start orchestrating more MELU and less MEGO. For example, maybe you don't want to say yes to keeping score at your kids soccer game, but you want to offer to help order the new uniforms.

2 Take proactive intentional action.

Think of one small step you can take right away. Start with something that feels easy and "low-stakes" for you.

Here are some examples...

- Tell your manager about one MELU you'd like to do more often, so they can be on the lookout for opportunities to help you use it more. Frame it for them in terms of the business value for them.
- Change the way you do something at work to use a MELU more. For example, one of our clients was getting peppered with the same questions all day and she made an FAQ doc and directed people to it.
- Start putting MELU dates with yourself on your calendar. Most of us have more latitude in our work week than we realize. Some people call this "MELU Study Hall." Consider inviting others to join you to do their MELU. Short bursts of MELU will elevate your mood and outlook, and get you excited about making MELU dates a habit.

Working with your YEAH-BUTS and getting support

We often wait to figure out a better situation because it feels overwhelming. Sometimes our YEAH-BUTS feel so big that things won't change. And yet it can feel like "nothing" to start small.

Having a buddy or group helps enormously with this. This is why people are in things like running groups and knitting groups. It's easier and more fun together. Connection with people on the same journey opens our hearts and minds to what's possible for us, helps us believe in ourselves, face the challenges and take the wobbly steps, one at a time. Reach out to a friend, share this mini-course and ask them to be your Native Genius buddy.

Have touch points where you check-in and help each other.

Here are suggested questions for your check-ins...

- What MELUs and MEGOs did you notice this week? Any ahas?
- What small action have you taken that you're happy about when it comes to your Native Genius?
- What's a MELU you'd like to use more? What YEAH-BUTS are stopping you? (Remember: empathy before encouragement!)
- What will you do to Morph next week?

Native Genius is already in you, waiting to be tapped.

Finding and using your Native Genius will grow your success and happiness, so you don't have to sacrifice one for the other.

Remember...

MELU

My Eyes Light Up®

...is the special kind of enjoyment that signals your Native Genius ON. Your life force is ignited to do the work in front of you and you're at your most creative, effective, and powerful. Your contributions from your MELUs will be exceptional! But it feels natural, so be mindful to not overlook or dismiss it. Be on the lookout for "MELU Alerts!"

MEGO

My Eyes Glaze Over®

...is the signal that your Native Genius is OFF and you're using your non-native abilities to grind through your work. No matter how good you are at it, and no matter how much you try to make yourself like it, you're not wired this way. This work takes a toll on your body and spirit. We're conditioned to grind at work, so be mindful of what gives you MEGO so you can shift away from it.

MORPHING

...is gradual shifts, situation-by-situation, to phase out MEGO and phase in more MELU. Reach out to a friend and be Native Genius buddies. Check-in regularly to name your YEAH-BUTS, and share empathy and encouragement to take one step at a time.

Right now your work and life are like a boat moving on an established course. These new practices will change your course a little bit in the here and now, and then gain momentum and shift the trajectory of your journey in profound ways.

Congratulations for already taking your first step!

Keep going with these practices and see where your Native Genius will take you!



Working with Native Genius completely changed my life—I went from following the script of what I “should” do in my career and life to what I want to do and what I’m naturally wired to do. I believe Native Genius can transform your life too! You’ll dive even deeper into Native Genius (and more!) in our upcoming Radiant Leader Mastery Program. [Learn more here »](#)

Big Love,

Chantal

Emerging Women Founder & CEO

Chantal
PIERRAT



I believe in your Native Genius, because I see the magic and impact of people’s MELUs everyday! I’ve taught the Native Genius Method at Fortune 500 companies and beyond for over a decade, and have seen people transform their work and lives. I hope this mini-course becomes a go-to resource and that you’ll continue to uncover and amplify your Native Genius in the upcoming [Radiant Leader Mastery Program!](#)

To your Native Genius,

Kristen

Creator, The Native Genius Method

Kristen
WHEELER