

Individual Strengths Report
Based on Personal Innovation Strengths Audit

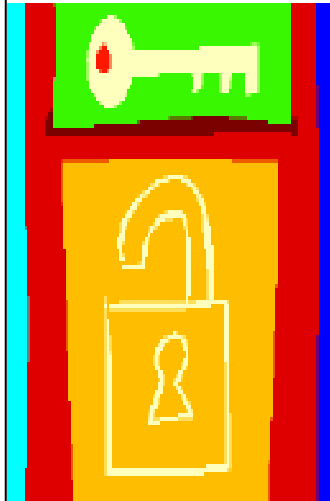
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The purpose of this report is to help you understand the innovation talents you are already using and to provide you with ideas for developing those talents into a source of tremendous innovation power for yourself, your teams and your organization. Each Golnnovate! Element assessed is listed below. The Elements you are strongest in, according to your answers to the on-line audit, are highlighted in yellow.

Generators		Cycle		Context	
ValueSet <i>Ability to model the underlying values required for innovation</i>	4.00	Visualizing <i>Ability to clearly identify the Ideals, Purpose, and Desired End State</i>	3.60	People <i>Ability to get people to buy into and stay in innovation efforts</i>	4.20
Creativity <i>Ability to generate new and useful ideas</i>	3.50	Measuring <i>Ability to quantify the Gap between where you are today and the Ideal</i>	2.50	Structure <i>Ability to design the environment needed to support innovations</i>	3.89
Collaboration <i>Ability to work in harmony with others</i>	3.89	Strategizing <i>Ability to see alternatives for how to reach the Ideal</i>	3.56	Process <i>Ability to establish processes that support the innovation's success</i>	2.27
Leadership <i>Ability to enable others to innovate</i>	4.50	Projectizing <i>Ability to see the plan needed to achieve results</i>	3.25	Technology <i>Ability to leverage technology to support innovations</i>	2.57
		Orchestrating <i>Ability to juggle today's work with work on your innovations</i>	3.70		

Each profile contains a general description of your strengths. The will help you recognize when and how often you already use it. The report then describes the important role you will play on your innovation team by using your Golnnovate! Strength. Also included are a few tips on when and how to interject your Strength to help your team be more successful. Finally, it includes a section on how to further develop the Strength you are already enjoy using, so that you can become an expert in applying it more and more to innovation.

Take some time to read each page and reflect on examples of when you have used the Strength in the past. Get comfortable recognizing and using your Golnnovate! Strengths. Then, consider adding a couple of the development ideas to your daily introspection worksheet – where you will be able to watch your skills set grow!



ValueSetter!

The Innovation ValueSet is one of your *GoInnovate!* Strengths

You, and those around you, probably recognize your positive motivations and your conviction to “do the right things.”

The ValueSet is at the core of the innovation process. It is the key that opens the door for innovation. Without the ValueSet, innovation is not possible.

You have the ability to accept ideas from others (**Openness**) as well as the willpower and purpose (**Intention**) and the confidence (**Courage**) to act to implement them, even in the face of adversity. Your **Integrity** positions you as acting for the right reasons and your **Calmness** helps you stay focused.

THE IMPORTANT ROLE YOU PLAY ON A TEAM: Because the ValueSet is essential to the innovation process, your role on the team is too! Model the ValueSet and it will help others to see how much these values contribute to the success of the team. You may become the team “compass” – keeping them on the “right” track. Encourage **Openness** by ensuring that new ideas are given a fair hearing. Because you understand the principle that **Everyone is Creative and Innovative**, your openness will gently encourage everyone to contribute their ideas. Demonstrate your courage by actually saying what others may be afraid to say. Use your **Intention** to get the group moving and to keep them moving forward despite the pressures of day-to-day workload. Agree to take on some of the important work of the team and then follow-through -- doing what you said you would do. This display of **Integrity** will encourage others to find the time to follow through on their commitments to the team as well. Remember that **Everything is Connected** and the ripples that your demonstrations of the Valueset make will touch every other member of the team and inspire them. Finally, remain **calm** and demonstrate patience with the other members of the team. By keeping the atmosphere calm, everyone will be better able to think and because **Thought is Generative** – they will also be better able to participate.

TO FURTHER DEVELOP YOUR OWN COLLABORATION SKILLS: **Become a master of Openness, Intention, Courage, Integrity and Calmness.**

To improve your **Openness**, develop your **Scanning** skills. Concentrate on scanning your environment -- see how many things you can notice that you might usually overlook. Then **reflect** on the value of being open to things you might not otherwise know or consider. As you continue to practice scanning your environment and reflecting on how many new things you become aware of, you will begin to enjoy the excitement that **Openness** brings -- as a whole new world of possibilities begins to unfold. Improving your **inquiry** abilities can also help you further develop your **Openness**. As you practice asking questions that allow other people to fully express their ideas and perspectives, and then **reflect** on the new information those questions bring forth, you will become more and more **open** to the world of possibility that is essential for innovation to occur.

To improve your **Courage**, ask yourself, “What is the worst thing that will happen if I **advocate** my position.” And then ask yourself, “What is the worst thing that will happen if I do not advocate my position.” Many times we exaggerate the consequences of standing up for our values without ever thinking about the consequences of not having the courage of our convictions. **Reflecting** on both these questions can help you summon the **Courage** to do the right thing.

Because **Intention** involves both starting things and finishing things, practicing the **Orchestration** discipline can help you follow-through on what you said you would do (**Integrity**). Using the daily and weekly activity lists, for example, can help keep you focused and on track. Again, using **reflection** can help you improve your **Calmness**. When situations get intense and you feel yourself getting too worked up, stop and take just a few minutes to **reflect** on what you could do to improve the situation. This pause will allow you to compose your thoughts and calmly re-enter the situation with proper perspective and a better chance for a positive outcome.