Creating a Community of Innovation

See example on next slide

Going row by row, of the 4 statements, put a 1 next to the statement that is least like you, a 4 next the statement that is most like you, and a 2 and 3 next to the others, depending on how most/least like you they are. Then, total each column

1	I "connect the dots"	Enter 1, 2, 3 or 4	I get things done	Enter 1, 2, 3 or 4	I like possibilities	Enter 1, 2, 3 or 4	I bring things "down to earth"	Enter 1, 2, 3 or 4
2	I need to understand	Enter 1, 2, 3 or 4	I make things work	Enter 1, 2, 3 or 4	Everything has a good and bad side	Enter 1, 2, 3 or 4	There has to be a right answer	Enter 1, 2, 3 or 4
3	Don't tell me what to do	Enter 1, 2, 3 or 4	Give me the facts not theory	Enter 1, 2, 3 or 4	I create choices	Enter 1, 2, 3 or 4	I like to analyze data	Enter 1, 2, 3 or 4
4	A concept must be sound	Enter 1, 2, 3 or 4	I like "energy"	Enter 1, 2, 3 or 4	Don't fuss with details	Enter 1, 2, 3 or 4	I like precision	Enter 1, 2, 3 or 4
5	I think things through	Enter 1, 2, 3 or 4	I take risks	Enter 1, 2, 3 or 4	I like to hear about problems	Enter 1, 2, 3 or 4	I focus	Enter 1, 2, 3 or 4
6	I like the big picture	Enter 1, 2, 3 or 4	I find a way that works	Enter 1, 2, 3 or 4	I want to own the problem	Enter 1, 2, 3 or 4	I am thorough	Enter 1, 2, 3 or 4
7	I like to define the problem	Enter 1, 2, 3 or 4	I push for acceptance	Enter 1, 2, 3 or 4	I find out the facts	Enter 1, 2, 3 or 4	I plan	Enter 1, 2, 3 or 4
	Total	Total the numbers above	Total	Total the numbers above	Total	Total the numbers above	Total	Total the numbers above

Creating a Community of Innovation - EXAMPLE

Going row by row, of the 4 statements, put a 1 next to the statement that is least like you, a 4 next the statement that is most like you, and a 2 and 3 next to the others, depending on how most/least like you they are. Then, total each column

1	I "connect the dots"	4	I get things done	1	I like possibilities	3	I bring things "down to earth"	2
2	I need to understand	1	I make things work	2	Everything has a good and bad side	3	There has to be a right answer	4
3	Don't tell me what to do	2	Give me the facts not theory	3	I create choices	4	I like to analyze data	1
4	A concept must be sound	3	I like "energy"	1	Don't fuss with details	4	I like precision	2
5	I think things through	2	I take risks	4	I like to hear about problems	3	I focus	1
6	I like the big picture	1	I find a way that works	2	I want to own the problem	3	I am thorough	4
7	I like to define the problem	4	I push for acceptance	3	I find out the facts	1	I plan	2
	Total	18	Total	16	Total	21	Total	16

Creating a Community of Innovation

Going row by row, of the 4 statements, put a 1 next to the statement that is least like you, a 4 next the statement that is most like you, and a 2 and 3 next to the others, depending on how most/least like you they are. Then, total each column

1	I "connect the dots"		I get things done		I like possibilities		I bring things "down to earth"	
2	I need to understand		I make things work		Everything has a good and bad side		There has to be a right answer	
3	Don't tell me what to do		Give me the facts not theory		I create choices		I like to analyze data	
4	A concept must be sound		I like "energy"		Don't fuss with details		I like precision	
5	I think things through		I take risks		I like to hear about problems		I focus	
6	I like the big picture		I find a way that works		I want to own the problem		I am thorough	
7	I like to define the problem		I push for acceptance		I find out the facts		I plan	
	Total		Total		Total		Total	

Creating a Community of Innovation – what does your score mean?

CONNECTORS	DOERS	CREATORS	DEVELOPERS
Find solutions	Get the solution "out there" and being used	Find the opportunity (see the need/problem)	Make the solution work (user friendly)

How will you make the best contribution to innovation?
- Generating ideas
- Linking those ideas together
- Turning ideas into practical solution or
- Implementing solutions + getting things done?

Strengths-based Leadership

The objective of this exercise is to build on your "innovator style" – this informs the leadership strength/style you bring to the table.

On the next slide is a list of leadership strengths to consider.

1) Identify and circle 5-6 strengths from the list that you believe are your strongest

2) From that list of 5-6, pick your top 3 strengths

3) Rank those 3 with the first being the strongest

Achiever	Empathy	Responsibility
Activator	Ideation	Woo (winning over others)
Adaptability	Deliberative	Positivity
Analytical	Maximizer	Strategic
Arranger	Harmony	Restorative
Command	Input	Relator
Developer	Discipline	Belief
Context	Self-Assurance	Includer
Communication	Intellect	Futuristic
Connectedness	Focus	Significance
Consistency	Individualization	Learner
Competition	...	...

Leading with Strengths – what do your skills mean?

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, Restorative	Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, woo	Adaptability, Developer, Connectedness, Empathy, Harmony, Includer, Individualization, Positivity, Relator	Analytical Context, Futuristic, Ideation, Input, Intellection, Learner, Strategic