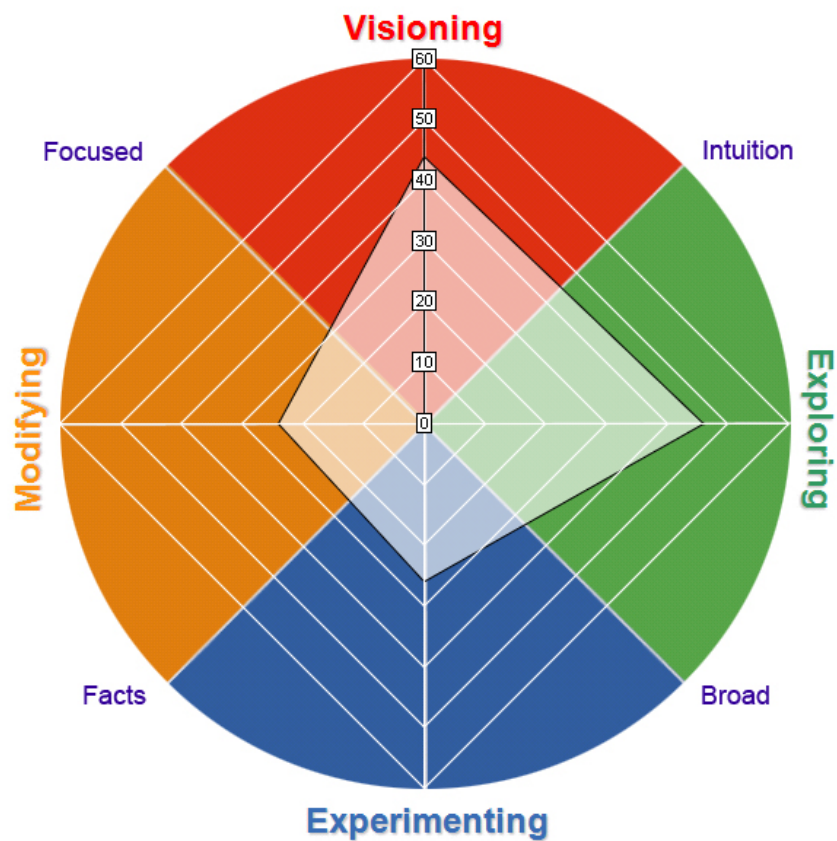


Innovation Styles®

Debra Miller

Your Raw Scores

Visioning: 44
Exploring: 46
Experimenting: 26
Modifying: 24



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Visioning-Exploring

Those who have Visioning / Exploring profiles like to imagine an ideal future and let long-term goals be their guide – they envision and idealize. They trust their instincts, like to make far-reaching decisions, and seek solutions that maximize future potential. They also like to question assumptions and let things unfold without a specific process – they challenge and discover. They thrive on the unknown and unpredictable, often using metaphors to gain a new perspective on a challenge.

First impulse when approaching a challenge: ♦ "Let's develop a clear sense of purpose and goals to approach this challenge"
♦ "Let's challenge assumptions and see where we end up."

Likes ideas that are: ♦ Bold, imaginative, adventurous, unique

Likes to generate these ideas by asking: ✓ What is the ideal, long-term solution?
✓ "What assumptions can we challenge?"
✓ What if we started from scratch?
✓ How can we turn conventional wisdom upside down?

Frustrated when others: ! Want to focus on obstacles, not opportunities
! Only want to focus on improving what is already in place
! Say, "You're dreaming" or "You're not focused enough"

Contributes: ✓ Direction, inspiration and momentum
✓ An openness to new experiences without pre-planned goals
✓ Independent thinking
✓ A sense of adventure

Potential Pitfalls: ! Becoming bored with implementation details
! Changing perspectives and opinions too often
! Taking risks where they "leap before they look"
! Censoring own or others' ideas that seem "too timid" or "too conventional"

Give this Profile: ♦ Reminders to appreciate and manage resistance to change so that they don't leave others behind
♦ Flexibility to respond to unplanned situations
♦ Room for intuitive decision-making with unique solutions