

INDIVIDUAL ADVISOR

Part II: *A Deeper Look*

Your *Visioning-Exploring* Profile

The Four Innovation Styles:
A Quick Overview

What are your most effective
ways to engage in innovation?

How can you contribute
to team synergy?

How can you best generate
innovative ideas?

What do you bring to developing
and presenting a concept?

What learning opportunities
enhance your innovativeness?

What kind of assignments
energize your innovativeness?



SAMPLE
4 of 12 pages

Your *Visioning-Exploring* Profile

Part II: A Deeper Look

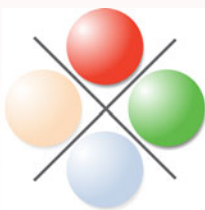
Part I of your Individual Advisor – *At-a-Glance* – gave you a bullet-point overview of your *Visioning-Exploring* Innovation Styles Profile. Now, in Part II, let's take a deeper look and see even more ways that you can optimize your innovativeness and develop versatility in all four styles.

In addition to this booklet, there is also a personalized coaching slide deck that you can use to stimulate your learning. This slide deck can be used as a self-study guide or with your coach or mentor.

As you begin to take a deeper look at your profile, remember these ways to best utilize your feedback:

- ✓ Identify and leverage your strengths
- ✓ Use the “Keys” to determine ways you can improve your innovativeness
- ✓ Discuss your feedback with others, focusing on how you can optimize your versatility
- ✓ Identify 2 or 3 ways you intend to put this feedback into practice
- ✓ Do a personal check-up every week or two, and set new goals as you grow

Look for the “KEYS” throughout your profile – they will give you ideas for unlocking your innovative potential as well as becoming more versatile in your innovative thinking!



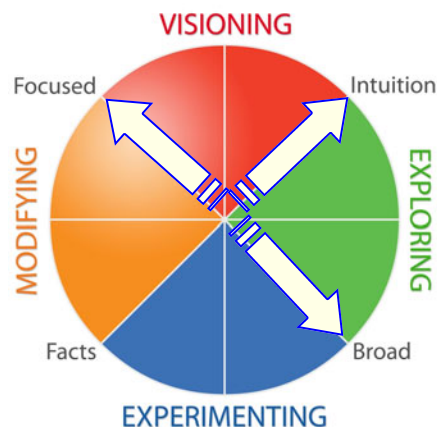
WHAT ARE YOUR MOST EFFECTIVE WAYS TO ENGAGE IN INNOVATION?

When working on an innovation challenge, people tend to emphasize one of two approaches: focused or broad. By preferring both Visioning and Exploring, you have an almost equal balance between:

- ◆ *a focused, well-planned, and outcome-oriented approach*: looking toward an ideal long-term outcome and a clear picture of what the future will look like
- ◆ *a broad, perceptive, and learning-oriented approach*: staying open to new learning experiences while frequently changing perspectives

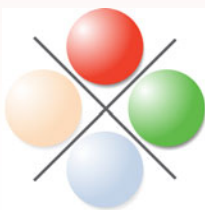
In addition, innovative thinking can be stimulated and inspired by two general kinds of input: (1) facts, details, and analysis; and (2) intuition, insights, and images. Most people start with one of these two sources, and later call upon the other to get a well-balanced picture. With your particular combination of Visioning and Exploring, your innovative thinking is inspired by *intuition, insights, and images*, which you use to:

- ◆ develop future scenarios and generate imaginative ideas
- ◆ question assumptions and discover new and novel possibilities



The challenge you face is that you may have a tendency to lose interest in the details of implementation and might fail to leverage work already done. If you ever feel stuck in the innovation process, one key is to give yourself a whole new perspective by pursuing *facts, details, and analysis* when they are needed to:

- ✓ assess the interplay of key variables and identify “leverage points” for innovation
- ✓ understand past/present circumstances and determine priorities for improvement



HOW CAN YOU CONTRIBUTE TO TEAM SYNERGY?

Whenever a new group or team is formed, the question naturally arises, “How can we work best together to achieve our goals?” Each Innovation Style brings important points of view to consider in answering this question. Given your particular combination of Visioning and Exploring, you can contribute to the group synergy by asking:

- ◆ “How can we work together as a ‘world class’ innovation team?”
- ◆ “What would be a revolutionary way of organizing ourselves as a team?”



When your group is deciding on how it wants to work together, you have the potential to provide direction, inspiration and momentum to that effort and open up the possibility for dramatic breakthroughs. You can also help foster the perfect team climate by striving to have it include:

- ◆ a focus on solutions that are visionary and ingenious
- ◆ autonomy to respond to unplanned situations
- ◆ commitment to realizing a vision while discovering new territory
- ◆ a sense of bold achievement and adventure

