

INNOVATION LEADERSHIP SKILLS

NAME: _____

DATE: _____

Creativity

The ability to be open to new options and ideas and to be willing to apply an inventive optimism to problems and challenges that move a group forward..

Leadership

The ability to make decisions while promoting the freedom of others, motivating them to take risks and be accountable for achieving the common mission.

Strategy

The ability to think into the future and decide proactively, setting challenging goals infused with a strong sense of purpose and priorities.

CREATIVITY SKILLS

| <i>CREATIVITY SKILLS</i> | <i>Excellent</i> | <i>Good</i> | <i>Satisfactory</i> | <i>Poor</i> |
|--|------------------|-------------|---------------------|-------------|
| Open to mistakes and willing to change | | | | |
| Keeps an open mind | | | | |
| Employs inventive thinking | | | | |
| Knows when to take risks and chances | | | | |
| Takes time to be creative & inventive | | | | |
| Open to ideas for solving problems | | | | |
| Keeps composure in stressful situations | | | | |
| Has good problem solving ability | | | | |
| Deals with conflicting issues positively | | | | |
| Evaluates problems from all perspectives | | | | |

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LEADERSHIP SKILLS

| <i>LEADERSHIP SKILLS</i> | <i>Excellent</i> | <i>Good</i> | <i>Satisfactory</i> | <i>Poor</i> |
|---|------------------|-------------|---------------------|-------------|
| Promotes autonomy, freedom of action, and accountability | | | | |
| Keeps decisions consistent with beliefs, goals, and plans | | | | |
| Sets and takes care of priorities | | | | |
| Helps people have the confidence to take risks | | | | |
| Willing to listen to opposing viewpoints | | | | |
| Reinforces personal commitment to do one's best | | | | |
| Makes commitments they can and will keep | | | | |
| Promotes confidence that things are being taken care of | | | | |
| Communicates optimism, vision, and purpose | | | | |
| Emphasizes a common mission | | | | |

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STRATEGIC SKILLS

| <i>STRATEGIC SKILLS</i> | <i>Excellent</i> | <i>Good</i> | <i>Satisfactory</i> | <i>Poor</i> |
|---|-------------------------|--------------------|----------------------------|--------------------|
| Sets priorities which integrates all needs | | | | |
| Translates priorities into decisions | | | | |
| Builds strategies for crisis intervention | | | | |
| Plans for things not working out as expected | | | | |
| Attends to concrete and conceptual organizing | | | | |
| Maintains a strong sense of direction and purpose | | | | |
| Sets challenging and attainable goals | | | | |
| Builds organized strategies and programs | | | | |
| Focuses on maintaining quality control | | | | |
| Makes decisions on a proactive basis | | | | |

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INDIVIDUAL PROBLEM-SOLVING DEVELOPMENT PLAN

First, Reflect on your results.

- Did any surprise you? Why?
- Are there any items that show a level of development that you wish to strengthen?
- What are some possible ways you go about doing that?

Second, select some action steps and build a concrete plan.

- Which steps make the most sense to take?
- What will I gain by taking those steps?
- What or who could slow me down in the achievement of those gains?
- How will I overcome those obstacles?

Third, develop support that will enable you to sustain growth

- Who might be a resource for me as I move forward?
- When and how will I take the first step?
- When and how will I monitor my progress?
- When and how will I celebrate my success?