Axiometrics™
Innovative Problem Solving

Prepared for

Demo Sample

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Innovative Problem Solving

APPLICATIONS

This report addresses the particular skills important for each phase of effective problem solving. An understanding of one's skill in these areas is beneficial in many ways:

TRAINING : A tool for assessing training needs and designing development programs.

MEETING MANAGEMENT : An indicator of the particular strengths and vulnerabilities of the group engaged in the problem solving process.

TEAM DEVELOPMENT : A means of determining whether a team would benefit from additional resources and/or development.

SELF DEVELOPMENT : A mirror of one's own strengths in problem solving and areas for strengthening one's skill.

STAFFING: A screen for identifying candidates with the skills required for positions in R&D, Marketing, Sales, Business Development, or any other area calling for innovation and problem solving.

We engage in problem-solving of some sort every time we close the gap between where we are and where we want to be. Sometimes the solution is an obvious one: to turn the light on we flip the switch. Sometimes is not so obvious. The light doesn't go on after we flip the switch.

To facilitate finding a solution to this situation, we define the problem first: Is it a matter of plugging the light in? Is the power off? Is the bulb burned out? If we define the problem incorrectly (for example, determine the bulb is burned out when it isn't), we will not find an effective solution.

After we have the problem defined, we find a solution. In simple problems there may be a readily apparent one. In complex problems, we look at many possible solutions and choose the best.

Once we have chosen a solution, the solution is implemented. This involves determining where obstacles to implementation might exist, and whose assistance we might need in order to implement it. It is supported by an action plan with deadlines.

Often the best results from solving complex problems are created when effective teamwork is involved. Many different perspectives yield a clearer definition of the problem we wish to solve, a richer field of possible solutions, and insight into the best ways to implement.

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Exploring your potential for Innovative Problem Solving
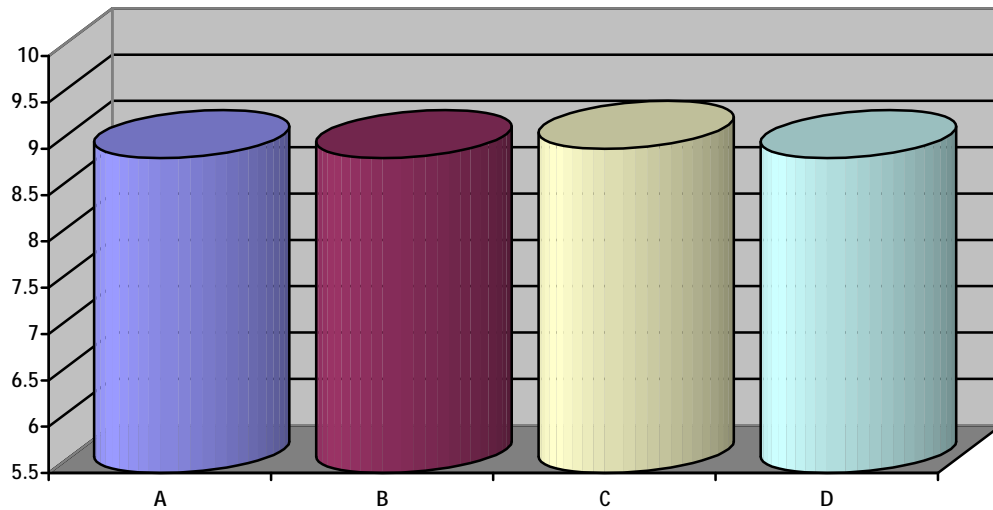
(A) Problem Definition: Figuring out the problem to work on, collecting facts, identifying key facts, generating related problem statements, and collecting the best problem statement to meet goals.

(B) Solution Finding: Looking at the problem from different points of view, generating a wide range of possible solutions, selecting solutions based on specific criteria.

(C) Implementation: Translating solutions into action steps which include selling and getting approvals for solutions, testing, measuring and fully implementing the solutions, making adaptations as required.

(D) Teamwork: Using and contributing diverse perspectives, assisting one another to be more effective problem solvers, building individual and team strength while recognizing and affirming both contribution and success.

Coaching is available should you desire to discover more about what is behind each of these Innovative Problem Solving dimensions. **Other reports** are also available to enrich the knowledge you have of yourself. Ask the person who supplied this report to you for information on both the other reports and the coaching.

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PROBLEM DEFINITION: Figuring out the problem to work on, collecting facts, identifying key facts, generating related problem statements, and collecting the best problem statement to meet goals.

Problem Definition Skills	Primary Strength	Secondary Strength	Secondary Development	Primary Development
- Evaluate problems from a variety of perspectives			ü	
- Accept responsibility for the consequences of his/her personal actions			ü	
- Pay attention to what needs to be done			ü	
- Make decisions on a proactive basis		ü		
- See problems before they hit them in the face		ü		
- Be inventive and aware of critical issues		ü		
- Think ahead about problems and solutions	ü			
- Identify both crisis issues and minor problems			ü	
- Discover what is causing problems			ü	
- Set challenging and attainable goals		ü		
- Build organized strategies and programs			ü	
- Be attentive to long and short term goals			ü	

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SOLUTION FINDING: Looking at the problem from different points of view, generating a wide range of possible solutions, selecting solutions based on specific criteria.

Solution Finding Skills	Primary Strength	Secondary Strength	Secondary Development	Primary Development
- Respect principles, rules, and property	Ü			
- Know what needs to be done and what can be done			Ü	
- Know when to take risks and chances			Ü	
- Pay attention to inventive thinking			Ü	
- Use inventive thinking without losing perspective		Ü		
- Take time to be creative and inventive			Ü	
- Be open to ideas for solving problems	Ü			
- Translate priorities into decisions		Ü		
- Set priorities that will integrate all needs			Ü	
- Keep decisions consistent with beliefs, goals and plans	Ü			
- Have a personal commitment to do what is right		Ü		
- Stick by decisions		Ü		
- Be open to the ideas and suggestions of others	Ü			
- Be willing to listen to others' opposing points of view		Ü		
- Suggest improvement and adjustments in a positive manner		Ü		
- Be attentive to consequences of solutions		Ü		

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IMPLEMENTATION: Translating solutions into action steps which include selling and getting approvals for solutions, testing, measuring and fully implementing the solutions, making adaptations as required.

Implementation Skills	Primary Strength	Secondary Strength	Secondary Development	Primary Development
- Assign tasks clearly and specifically	ü			
- Be willing to keep the commitments they make to others	ü			
- Be responsible and accountable for their own actions	ü			
- Be willing to do whatever it takes to accomplish goals	ü			
- Be realistic and honest with self about what they can do			ü	
- Stay on track until the task is completed		ü		
- Identify obstacles and ways to overcome them	ü			
- Track the success and failure of decisions	ü			
- Monitor progress to keep things on schedule		ü		
- Plan for things not working out as expected		ü		
- Know what is needed to support decisions			ü	
- Make an effort to keep things on schedule	ü			
- Know the time needed to complete tasks		ü		
- Emphasize importance of standards and codes		ü		
- Set realistic standards and expectations		ü		
- Build strategies for crisis intervention	ü			

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TEAMWORK: Using and contributing diverse perspectives, assisting one another to be more effective problem solvers, building individual and team strength while recognizing and affirming both contribution and success.

Teamwork Skills	Primary Strength	Secondary Strength	Secondary Development	Primary Development
- Have good problem solving ability			ü	
- Be open to their own mistakes and willing to change			ü	
- Continually seek to improve performance		ü		
- Keep an open mind		ü		
- Promote confidence in others to take risks		ü		
- Put the interests of the team/company above selfish interests		ü		
- Seek feedback from others to improve performance	ü			
- Communicate optimism, vision and purpose		ü		
- Have a sense of optimism and a belief that things will work out		ü		
- Embrace and reinforce the value of sharing and cooperation	ü			
- Provide feedback in a positive manner			ü	
- Deal with conflicting issues in a positive manner	ü			
- Be sensitive to the needs, concerns, and attitudes of others		ü		
- Develop and maintain trust from others			ü	
- Help others to have the confidence to take risks		ü		
- Be open to listening to others' views without personal bias		ü		

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Innovative Problem Solving

Innovative Problem Solving Strength Areas

1) Respecting The Rights Of Each Person (Vision, Mission)

> Communicates optimism, vision and purpose

2) Personal Commitment, Dedication (Vision, Mission)

> Reinforces personal commitment to do one's best

3) Personal Discipline (Strategy, Discipline)

> Identifies obstacles and ways to overcome them

4) Personal Competence And Confidence (Preparation, Tactics)

> Has good problem solving ability

5) Optimism, Seeing And Expecting The Best (Vision, Mission)

> Promotes confidence things are being taken care of

6) Translating plans into action (Strategy, Discipline)

> Builds strategies for crisis intervention

7) Being Fair And Consistent (Team Synergy)

> Evaluates problems from all perspectives

8) Being Fair And Consistent (Team Synergy)

> Deals with conflicting issues in a positive manner

Innovative Problem Solving Development Areas

1) Being Fair And Consistent (Team Synergy)

> Concern for others can lead them to not deal with conflict

2) Personal Commitment, Dedication (Vision, Mission)

> Stubborn insistence on their way of doing things

3) Optimism, Seeing And Expecting The Best (Vision, Mission)

> Has a skeptical, doubting self attitude

4) Respecting The Rights Of Each Person (Trust)

> May be too concerned about the perspective of others

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Innovative Problem Solving

For Your Development

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?

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For Your Development (continued)

Third, develop support that will enable you to sustain the 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?

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