

## **Exercise #2**

### **Personal Innovation Competency Gap Analysis**

In this exercise you will have an opportunity to rate yourself regarding 37 attributes of innovative and creative leaders. It's important to remember that this is a self-analysis and development exercise. No one is expected to be a master of all these traits, but everyone can make progress on the traits that are more important for their specific situations and career paths.

**Step 1:** Read each competency and make an X in the box that represents your current level of mastery. Go through the entire list of competencies and rate yourself for each.

**Step 2:** Go through each competency and decide what level of mastery you would like to reach. Be reasonable; you cannot be a master of everything. Mark your desired level of mastery with an X.

**Step 3:** Draw a line between the two Xs. This will give you a visual representation of your biggest gaps. These represent areas of great potential for personal development.

**Step 4:** Pick one of your biggest gaps and get together with one or two other people. Each person should briefly explain why you think it would be important to improve your mastery of this competence, and they should help you figure out ways to build this competency.

**Step 5:** Develop an action plan of one or two things to do and set a date to review your competencies.