

# Personal Innovation Competencies™(PIC)

## Gap Analysis



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### Rating Key:

1. **Novice:** This is new thinking to me ... practice occasionally.
2. **Advanced Beginner:** Am getting the hang of it...practice this behaviors 10-25% of the time
3. **Competent:** Demonstrate this behavior 25-50% of the time
4. **Proficient:** Model this behavior most of the time and beginning to mentor others
5. **Master:** Embody this behavior and am evolving higher standards

**Instructions: See Exercise #2 handout**

						1.	2.	3.	4.	5.	Learning Plan
<b>A. Commits to the exploration and development of new possibilities</b>											
1. Looks for “a better way” and challenges the conventional approaches and answers.											
2. Embraces change and actively explores uncharted territory.											
3. Facilitates development of stimulating challenges that energize and engage.											
4. Embraces diversity as a vital source of new perspectives & possibilities											
<b>B. Seeks out new connections between unrelated concepts</b>											
5. Regularly reads the world for new trends, technologies, ideas and information.											
6. Understands thinking styles and thinks with whole brain and all senses.											
7. Remains open minded and searches for opposites, anomalies and outliers.											
8. Finds or creates new combinations and synergies.											
<b>C. Commits to the creation of customer value</b>											
9. Understand customer needs, goals and paradigms.											
10. Understands the strategic context and aims for win-win.											
11. Strives to elegantly deliver more with less.											
<b>D. Integrates the specific business strategy with the process of innovation</b>											
12. Understands the current art, science and language of the business area.											
13. Knows the background and context well enough to recognize ideas that are innovations.											
14. Masters the basic tools and methods in the area of exploration and idea generation.											
15. Understands the system of innovation and allows time for each step of the process.											

**Learning Plan**

	1.	2.	3.	4.	5.
<b>E. Builds alignment around new possibilities</b>					
16. Paints the WOW picture of the future.					
17. Relates new ideas to existing business strategies and objectives.					
18. Speaks to the styles and concerns of each stakeholder.					
19. Honors ideas regardless of origin.					
<b>F. Cultivates collaborative relationships intentionally</b>					
20. Builds trust implicitly and explicitly, removing fear wherever possible.					
21. Respects rights and opinions of others.					
22. Expresses appreciation and honest concerns.					
23. Values the intent and context of collaborative relationships, inside and outside the org.					
<b>G. Embraces and manages appropriate risk taking</b>					
24. Takes calculated and appropriate risks to advance ideas.					
25. Able to predict and track existing and emerging risks.					
26. Communicates risks appropriately.					
<b>H. Effectively manages innovation projects</b>					
27. Employs tools, processes and techniques flexibly and effectively.					
28. Honors and manages requests, offers and promises.					
29. Focuses on the germane issues and juggles priorities.					
30. Scans the business climate to optimize timing for actions.					
31. Establishes sound evaluation criteria to guide effective decision making.					
32. Elicits the agreement of “done.”					
<b>I. Learns relentlessly</b>					
33. Cultivates an internal state of curiosity.					
34. Seeks information and feedback; actively asks questions.					
35. Assesses failures and successes to find and share lessons learned.					
36. Challenges own assumptions.					
37. Acknowledges other perspectives and world views.					

Name: \_\_\_\_\_

Baseline Date: \_\_\_\_\_

Follow-Up Dates