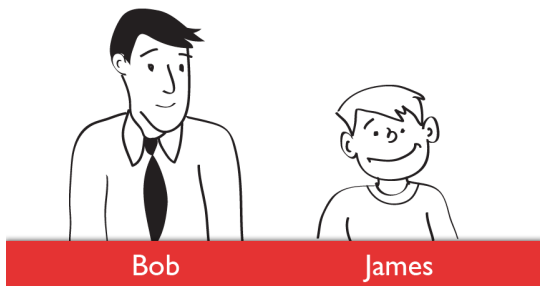


# Welcome to the Innovation You assessment!

The assessment is a useful tool to help you get started on the path to meaningful change.

To help understand the assessment process, we'll take a look at an example.



There are three parts to the assessment. The first part is the 'Personal' section. Here, Bob will respond to the questions in this part as they relate to his identity and the role he will play in working on this challenge.

Every question includes four options. To answer each question, Bob will rank the four responses according to the relative importance that he places on each. The assessment uses these relative ranks in building the profile that will guide your progress.



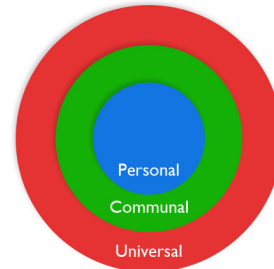
- relation to community  
- who are the key stakeholders?

### We value our

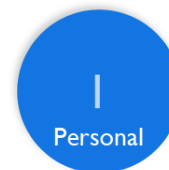
- 2** Commitment
- 1** Originality
- 3** Proficiency
- 4** Discipline

### We work toward

- 1** Consensus
- 2** Reinvention
- 3** Success
- 4** Productivity



Meet Bob. Bob's challenge involves helping his son James improve his performance in school. Let's take a look at how the Innovation You Assessment can help.



- identity  
- role

### I value my

- 3** Relationships
- 2** Creativity
- 4** Motivation
- 1** Sound Judgement

### I work toward

- 4** Unity
- 2** Freedom
- 3** Prosperity
- 1** Stability

The second part of the assessment is the 'Communal' section. Here, Bob will respond to the questions as they relate to the community of people that are the key stakeholders in his challenge. In this case, Bob chooses his son's friends and immediate family members since they provide the kind of influence and support that will most directly affect Bob's challenge.

In the same manner as before, Bob will respond to each question by ranking the four responses according to how they reflect the community that he identified.

The third and final part of the assessment is the 'Universal' section. Here, Bob will respond to the questions as they relate to the broader situation and environment that relates to his challenge. In this case, Bob will consider the school district, the local job market and maybe even the broader economy as key factors.

Once again, Bob will respond to each question in this section by ranking the four choices according to how they reflect the broader environment surrounding the challenge.



- relation to the broader situation


**Major changes usually happen**

- 3 Very slowly
- 2 Suddenly
- 1 At regular intervals
- 4 According to plan

**The current context rewards**

- 4 Diplomacy
- 2 Foresight
- 3 Action
- 1 Discipline

Once completed, Innovation You will generate a customized report according to your responses. This assessment report and the associated materials will provide a concrete set of tools and methods to help you achieve success with your goals.



**PERSONAL CHANGE AND INNOVATION ASSESSMENT**  
Bob Johnson

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**Your overall Profile**

The following is your overview of the forces around you and how you fit into your world. The Personal profile (individual you) is nested inside the Communal profile (the people around you), which in turn, is nested inside the Universal profile (the context of your situation). You can see the tensions and/or harmony between the dominant tendencies in the three levels

**Personal Level and Communal Level**

**Tension:** You approach innovation in a different way than the people around you. You may feel that you do not fit into your community. This may create frustration and conflicts. However, this also allows you to grow and innovate by paying attention to the forces around you and broadening your horizons to new perspectives and approaches. Don't turn your community off, use them to build your own innovation approach.

**Personal Level and Universal Level**

**Tension:** Your personal innovation approach is different from the dominant force in your world. You need to observe what is happening around you and modify your approach to succeed. Think of hybrid solutions: combine your current approach with one that is more aligned with your situation.

**Communal Level and Universal Level**

**Tension:** The innovation approach of the people around you is not aligned with the larger forces in play. To creativize, find other communities that are better suited to help you with your situation.

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And that's it! By completing the Innovation You assessment, you've taken that important first step to innovate your life!