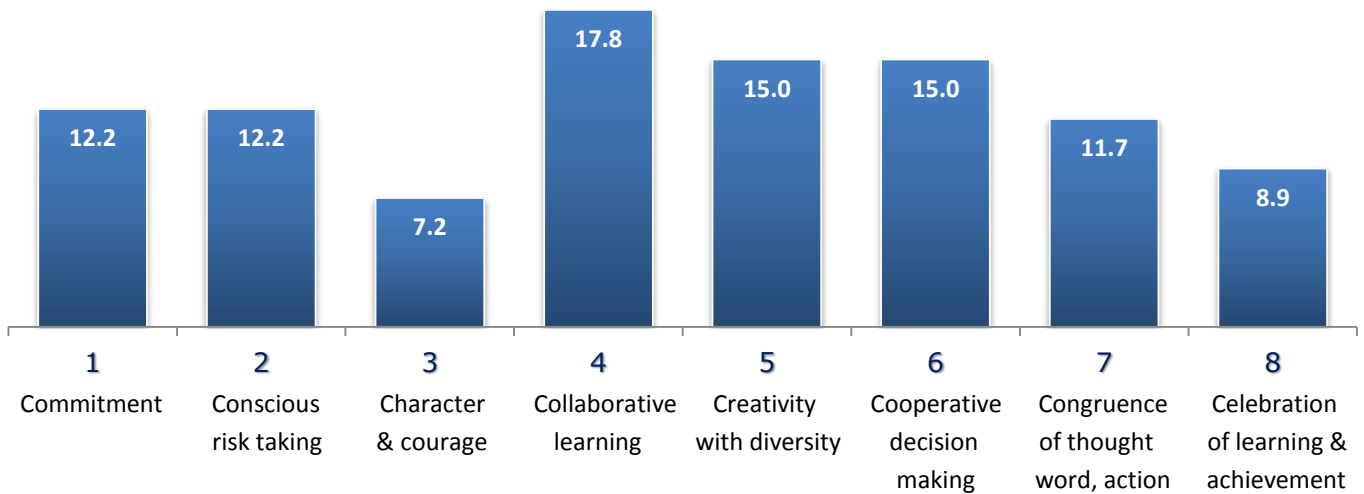




Your profile:  
**Collaborative – Creativity – Cooperative**



**Those who have a Collaborative – Creativity – Cooperative profile like to:**

- Help team members create new insights and knowledge using intuition and analysis
- Promote an enthusiastic, friendly atmosphere for everyone to give their ideas
- Actively request input from key implementers about upcoming decisions

You will likely feel inspired when your team members:

- Proactively share knowledge with each other
- Initiate times to be free and spontaneous with new ideas
- Share power when deciding on an innovative solution

You might hinder team innovation by:

- Feeling frustrated when the team won't take time to find the root cause of issues
- Being annoyed with those who are resistant to brainstorm lots of new ideas
- Judging those who don't seem open to serving the greater whole

You can contribute to innovative teamwork by:

- Supporting people to share what inspires them to do their best work
- Helping the team feel complete at the end of a project and ready to "move on"

You will likely feel supported when your team leaders:

- Have confidence in the team's ability to reach even difficult goals
- Uplift team members when they are down, by recalling their strengths
- Promote knowledge creation and learning as a valid kind of result
- Offer public and private appreciation and rewards to everyone on the team who contributed to the success of a goal

You may get frustrated when your team members:

- Impose their values and principles without considering those of others
- Only want to focus on the "soft stuff" like values and avoid the real issues
- Don't express appreciation for all of the hard work accomplished by the team
- Don't recognize the value of what was learned when the full results were not accomplished

To bring out the best of your profile, be sure to:

- Support goals that require your team to learn and grow as you strive to achieve them
- Communicate how the risks your team is taking might impact other people
- Proactively identify the resources your team needs to put a plan into action

Brought to you by:



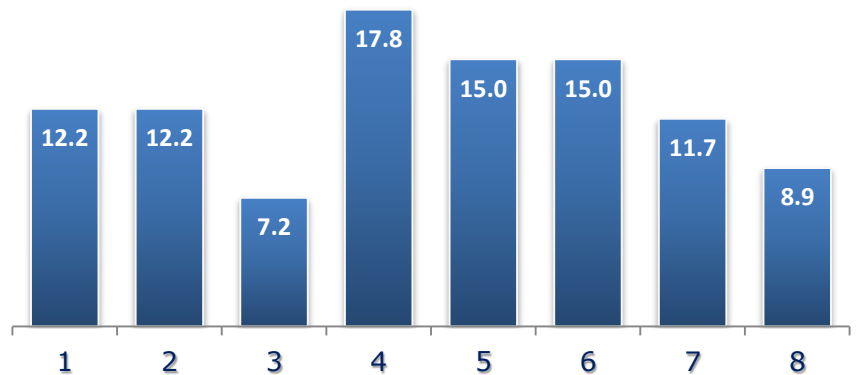


Your profile:  
**Collaborative – Creativity – Cooperative**

**Team Synergy for Innovation:  
8 Qualities + 3 Roles**

Team synergy – “having your energy together” – is essential to innovating at your best as a group.


Having a healthy mix of roles – follow, interact and lead – among team members creates the synergy to innovate well.



When you follow others in a supportive way, you can contribute to innovation by creating a spirit of unity and collaboration.

You may hinder innovation if you are:

- Passive rather than actively contributing
- Resistant rather than supportive




**FOLLOW**

When you interact with an open mind, you can contribute to innovation by bringing together diverse views in a balanced way.

You may hinder innovation if you:

- Socialize rather than get the work done
- Debate rather than seek the best way forward




**INTERACT**

When you take the lead, you can contribute to innovation by building character and providing focus to bring out the best of everyone.

You may hinder innovation if you:

- Dominate rather than share the lead
- Suppress rather than empower



**LEAD**

Your role tendencies:   

<b>1. Commitment:</b> Integrating the good intentions of each person into a common goal	✓	
<b>2. Conscious risk taking:</b> Being sensitive to the level of risk tolerance others have	✓	
<b>3. Character &amp; courage:</b> Creating a safe, trusting environment for people to be open and authentic	✓	
<b>4. Collaborative learning:</b> Discovering what your team already knows and what they still need to learn		✓
<b>5. Creativity with diversity:</b> Encouraging new ideas to emerge from a wide variety of perspectives and sources		✓
<b>6. Cooperative decision making:</b> Getting broad input, sharing power and aligning with core values		✓
<b>7. Congruence: thought, word, action:</b> Establishing trust and credibility to implement innovative solutions	✓	
<b>8. Celebration: learning &amp; achievement:</b> Creating a genuine sense of completion that renews the energy for the next project	✓	