ADAPTIVE MINDSET®
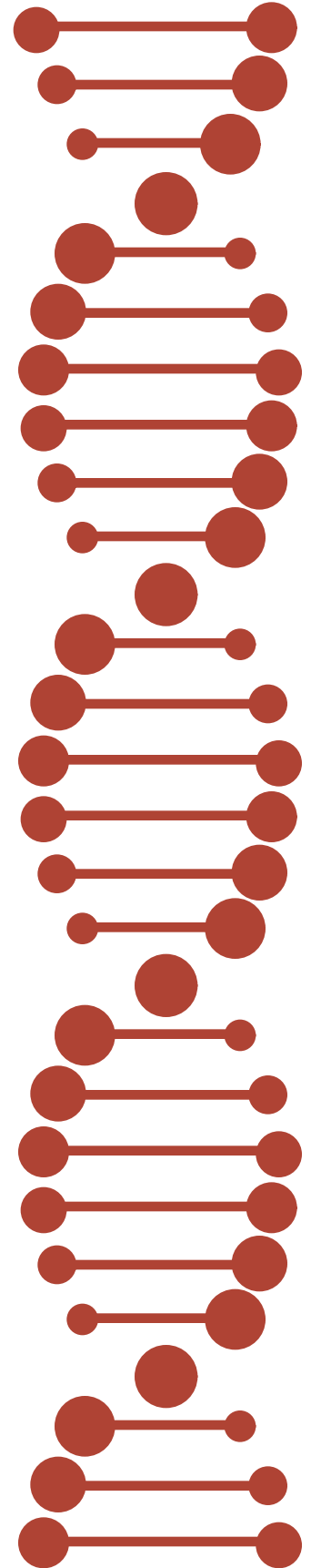
FOR AGILITY

Adaptive Mindset for Agility®

MULTI-RATER PROFILE

Prepared for:

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By:

Sample Organization

Session:

Improving Interpersonal Effectiveness

12 Jun 2017

TRACOM® GROUP

THE **SOCIAL INTELLIGENCE** COMPANY®

OVERVIEW

This report presents the results of your Agility questionnaire. You will see how your self-perception compares with your rater group results. Keep the following in mind as you review the report:

Your results show how you compare to others in the working population. If you scored in the top third of an area, this is a strength and you are prepared to act with agility in that area. If you scored in the middle third, your abilities in that area are emerging. If you scored in the bottom third, this is an unrealized area of agility for you.

Your feedback is organized within four dimensions: Investigate, Design, Energize, and Apply. Read the definitions of these dimensions before reading your results. This will give you context to understand your results.

People often view themselves differently from how others see them. Be prepared for this as you review your results.

Your results are a snapshot in time. Agility can be developed and you should use this report as a starting point for developing a strategy to increase your agility.
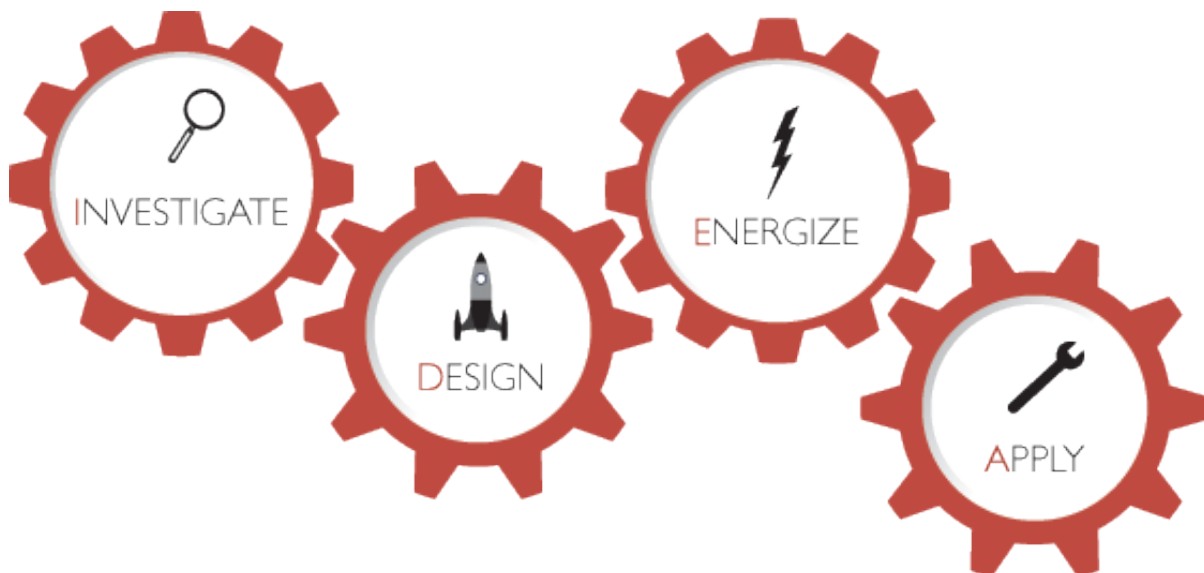
THE IDEA MODEL

Agility can be enhanced by developing eight areas, organized into four dimensions:

Investigate - looking for opportunities to improve current services, work processes, or products.

Design - generating concepts that lead to improvement.

Energize - influencing others, building coalitions, and mobilizing support for new ideas.
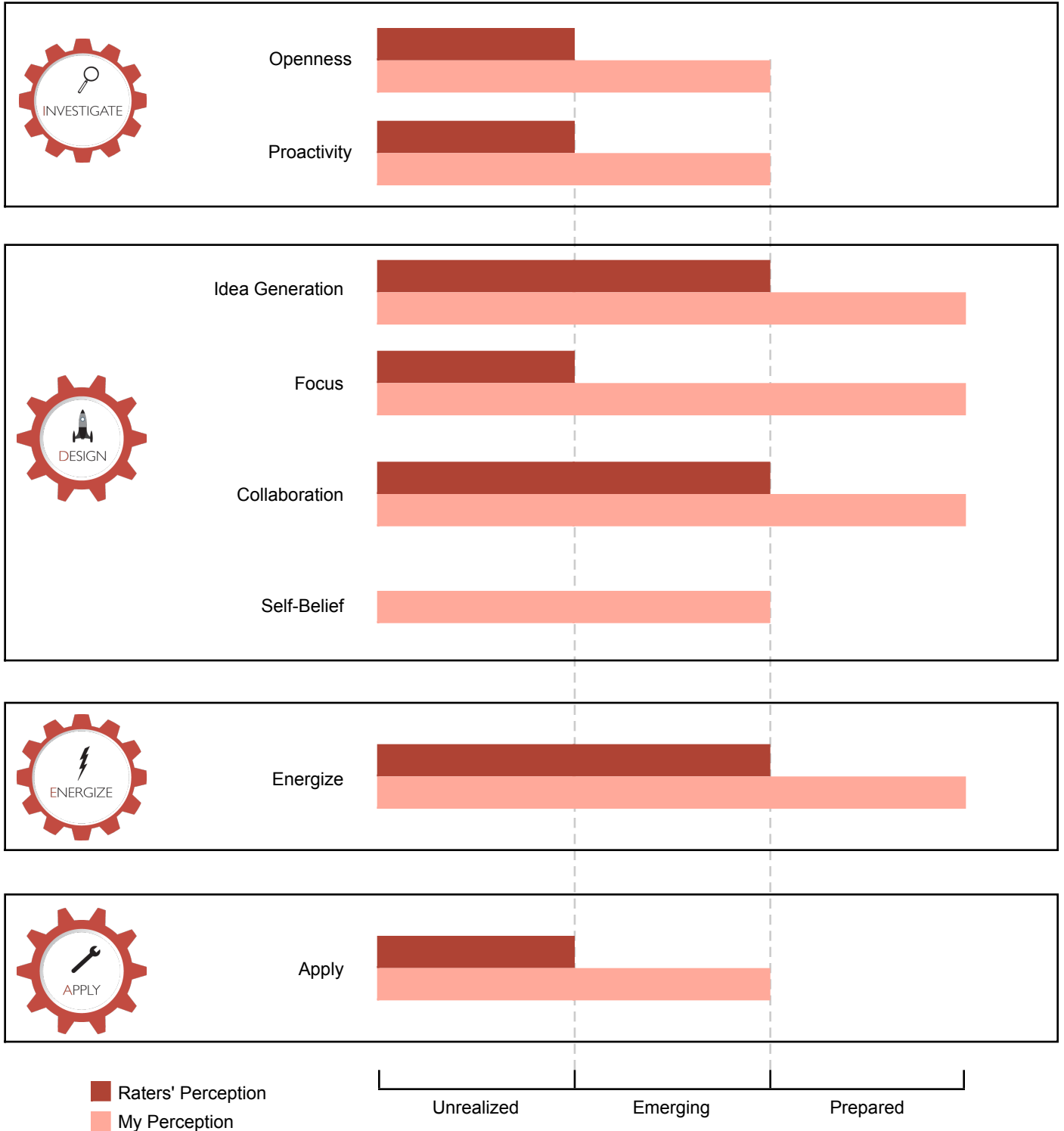
Apply - being bold and risking making mistakes; putting an idea into a practical plan, testing and modifying the plan, and making new ideas a regular part of the work process.

The next section presents your results for each of the eight agility areas.

RESULTS SUMMARY

INVESTIGATE

Openness

Proactivity

DESIGN

Idea Generation

Focus

Collaboration

Self-Belief

ENERGIZE

Energize

APPLY

Apply

■ Raters' Perception
■ My Perception

Unrealized   Emerging   Prepared

The next section describes your results in more detail.

Investigate - looking for opportunities to improve current services, work processes, or products.

Legend:
- Raters' Perception
- My Perception

Scale: Unrealized — Emerging — Prepared
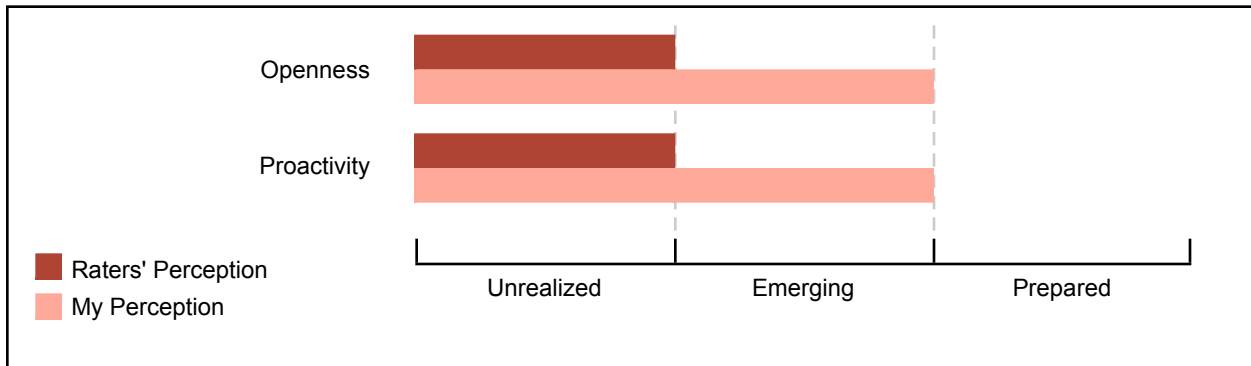
Openness *is the willingness to consider new ideas and opportunities.*

Others indicate that you do not seem very interested in learning new things. You may not go out of your way to learn about new things or show enthusiasm for learning for the sake of learning. Openness to new experiences helps people become more agile by exposing them to ideas that can spark insights they wouldn't otherwise have. Make a plan to learn something new, either in an area related to your work or interests, or even something unrelated. New ideas often come from making connections across seemingly unrelated fields.

Proactivity *is anticipating the future and taking initiative to bring about change.*

Others report that you are not proactive in recommending changes at work. It could simply be the case that you do not actively look for ideas or ways to improve processes or products. This is something you can work on. Take note of how things are done and why they are done that way. This is a useful first step in developing new ideas. Don't be shy about presenting your ideas to your manager or others. Even though many ideas are not implemented, those ideas that are eventually put into practice usually come from building off of multiple ideas that are proposed by different individuals.

Design - *generating concepts that lead to improvement.*
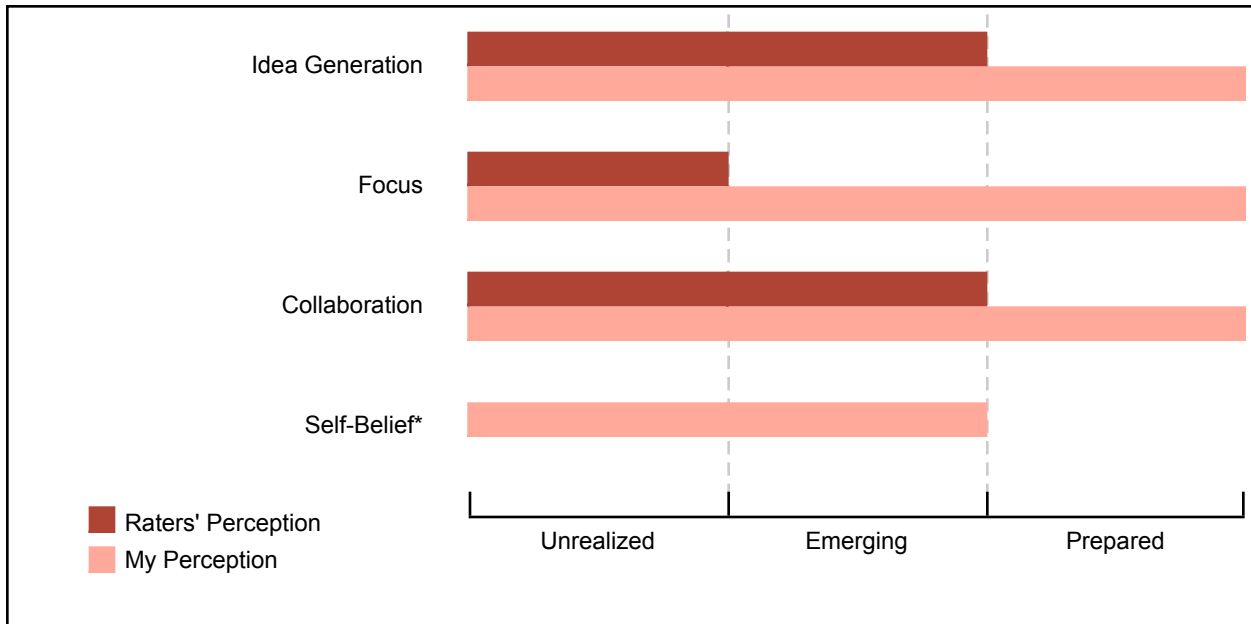
Note. Perceptions of your rater group are not available for Self-Belief. This characteristic is not easily observable and, therefore, is not appropriately assessed by others.

Idea Generation *is developing many possible ideas or solutions to problems.*

Your results indicate that you sometimes view problems from multiple perspectives and are able to generate different possibilities when considering a question. You can enhance your idea generation skills even further by practicing simple techniques, such as distancing yourself from the problem and placing constraints on problems. For instance, distance yourself in time by imagining yourself working on the problem one year or five years in the future. Place constraints on yourself, such as trying to solve a problem without the use of technology. These simple strategies force our minds to develop unique ideas that are difficult to imagine when operating in our usual ways. It is also very helpful to collaborate with others and build off of one another's ideas. Developing new ideas is the cornerstone for innovation and agility.

Focus *is concentrating on what's important.*

Others state that you sometimes have difficulty maintaining your focus and concentrating on what is important. You might get distracted by other, less important, matters that keep you from staying focused on your priorities. In today's world it is often challenging to stay focused due to constant interruptions. For many people the solution is to take back control of their time and energy. Set aside time to work on problems and ideas that are most important for you and your organization. Responding to emails and other people's issues can usually wait. You'll accomplish more and will usually be able to work through new ideas by giving yourself the gift of time.

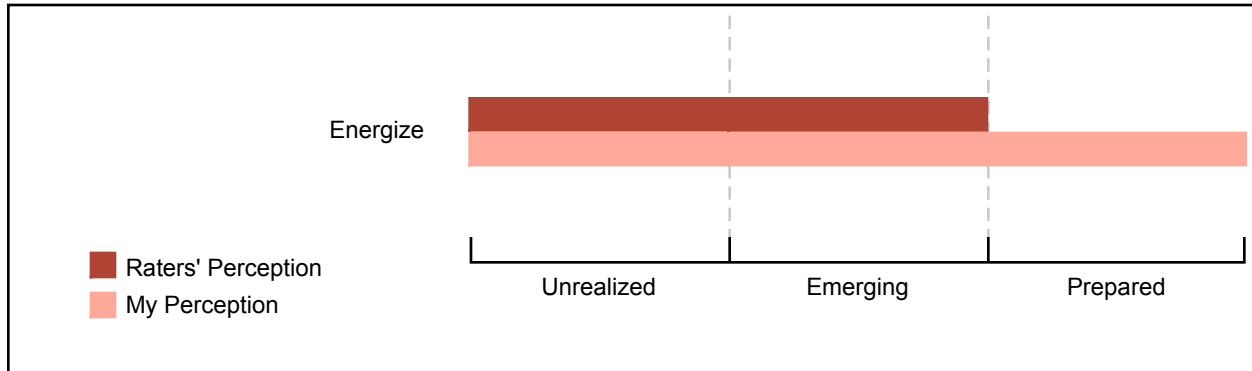*Collaboration* is interacting effectively with others to develop ideas.

Your results indicate that you generally collaborate effectively with others. This is important since very few great ideas come from any single person; most innovative plans are the result of multiple ideas combined into even better ideas. You can continue to develop more innovative ideas by asking others for their input when trying to solve problems, refining your ideas by involving others in the process, and asking them to help you test out your ideas. It is almost always advantageous to collaborate with trusted colleagues when trying to develop new ideas or solve difficult problems.

Self-Belief is belief in oneself to be innovative.

You indicate that you see yourself as moderately innovative and sometimes capable of generating good ideas. Many people believe that innovation and creativity are special "gifts" that only some people are naturally born with. This is not true; research shows that people can improve their abilities to develop innovative ideas through straightforward behavioral techniques. In addition to practicing these strategies, challenge your own negative self-talk. Pay attention to what you say to yourself and challenge any self-limiting beliefs. They are typically untrue, and if challenged rationally, you will see that they may be preventing you from being as innovative as you can be.

Shannon Kennedy

Energize - *influencing others, building coalitions, and mobilizing support for new ideas.*

	Unrealized	Emerging	Prepared

Energize

■ Raters' Perception
■ My Perception

Energize *is the ability to influence others, build coalitions, and mobilize support for new ideas.*

According to others, you put effort into influencing key people and are often successful at getting them to support your ideas. This is important because persuading others and enlisting them to support new causes is something that many people do not feel comfortable with. To help you be even more effective, write your goals on paper and develop the "elevator pitch" that you will use to communicate your ideas and goals. This way you will know exactly what you want to say. Another effective strategy is to enlist the help of others who support your ideas, particularly those who are in positions to influence decision makers. Energizing others is a critical step toward implementing new ideas and enhancing agility.

Shannon Kennedy

Apply - *being bold and risking making mistakes; putting an idea into a practical plan, testing and modifying the plan, and making new ideas a regular part of the work process.*
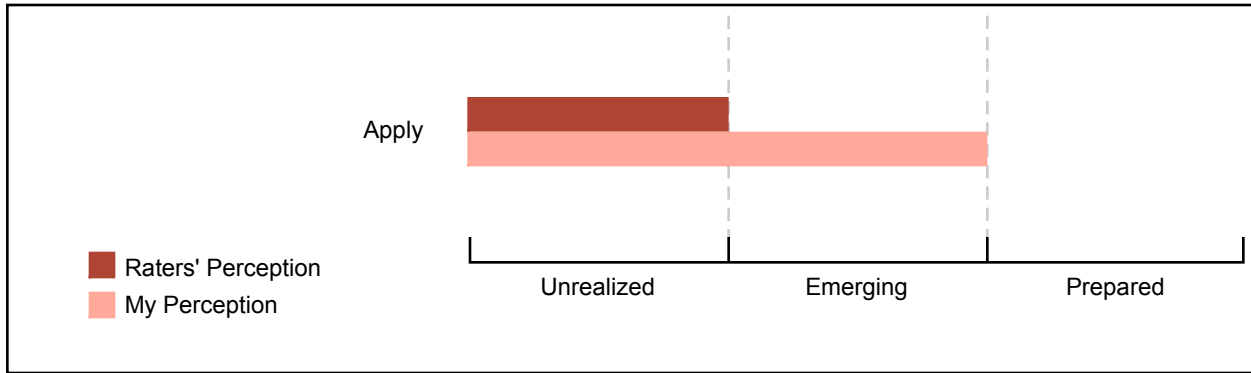
Apply *is showing boldness and risking making mistakes; putting an idea into a practical plan, testing and modifying the plan, and making new ideas a regular part of the work process.*

Others report that you are somewhat hesitant to take bold risks. You may feel uneasy about making mistakes and possibly failing on a new venture. Many people feel this way; however, new breakthroughs rarely occur without some risk. You can ease some of your concerns by taking a methodical approach to implementing ideas. For example, create a flow chart to determine decision points at various stages, and analyze what went well and what did not go well along the way. Remember that by the time you've reached the application stage of the IDEA process, other people will be involved, so you can hold one another accountable and get multiple viewpoints of when things are working and when they are not.

Dimension Summary

This page presents your overall results for Investigate, Design, Energize, and Apply. The results are determined by combining your multi-rater scores for the individual areas under each dimension. For example, your Investigate score is determined by combining your multi-rater scores for Openness and Proactivity. Your Design score does not include Self-Belief because your raters did not assess you on this area.

	Investigate
	Design
	Energize
	Apply

■ Raters' Perception

Unrealized — Emerging — Prepared
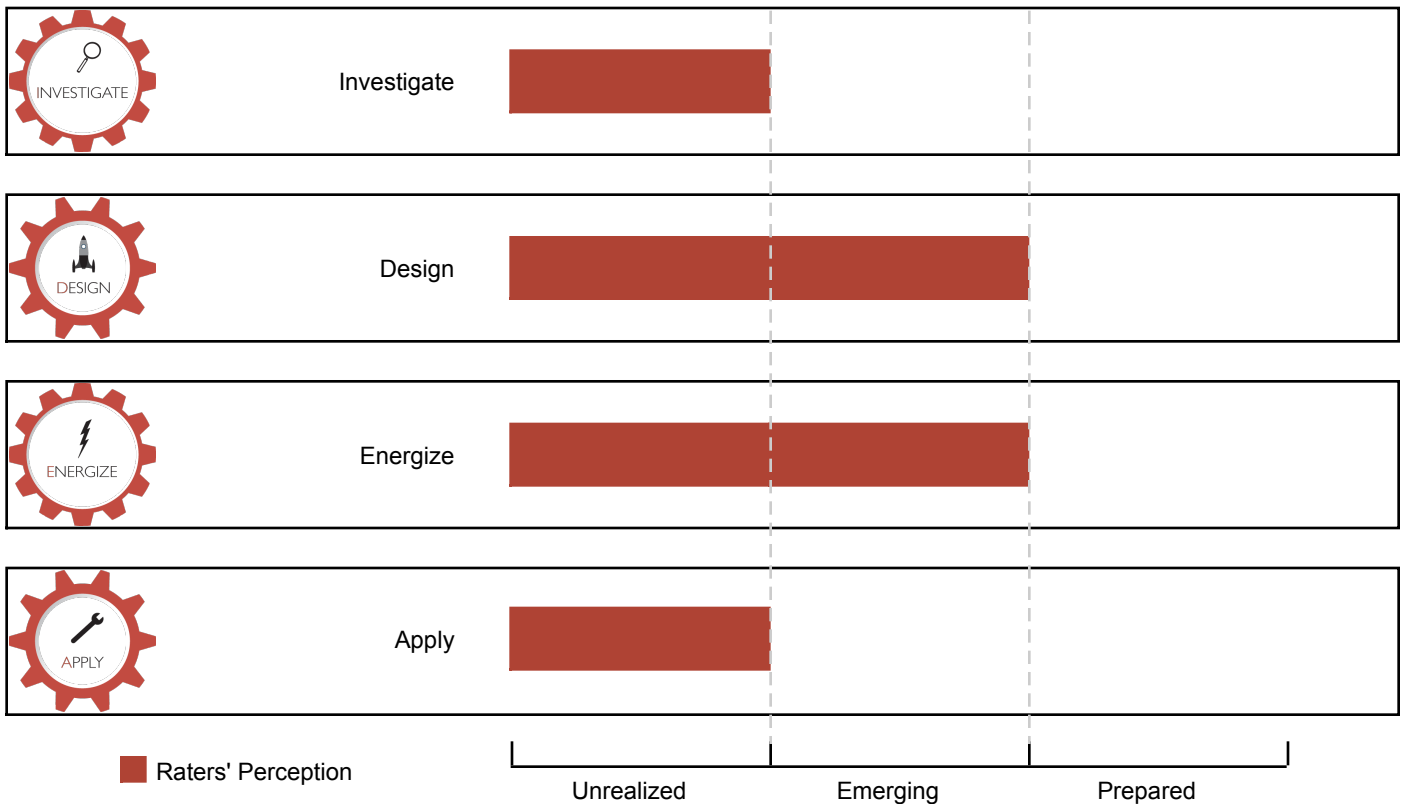
Prepared Areas of Agility - Your scores in these areas are significantly higher than average. You have done an excellent job of cultivating your abilities in these areas, making you prepared to utilize these skills to enhance your agility. By adding additional skills to your repertoire, you will have even greater opportunities for success.

Emerging Areas of Agility - Your scores in these areas are moderately strong, making them areas where your abilities are emerging. With a little effort you can turn these into strengths and will notice that they enhance your agility.

Unrealized Areas of Agility - These areas are your unrealized aspects of agility. Perhaps you have not considered or worked to develop these areas. You can take steps to develop these areas, and you may try to collaborate with others who have strengths in these areas.

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