For each question, place a [1] in the box following the answer that is **MOST** like you, a [2] for the answer that is **MODERATELY** like you, a [3] for the answer that is a **LITTLE** like you, and a [4] for the answer that is **LEAST** like you.

Based on the three individual Creative Intelligence Profiles, how might each member affect innovation within the organization?

**Member – A**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1. I often wonder how to | Introduce change | 4 | discover new solutions | 1 | make ideas exciting | 1 | work best with people | 3 |
| 1. My strength is being | decisive | 3 | thorough | 1 | imaginative | 1 | understanding | 2 |
| 1. Successful people are | ambitious | 2 | disciplined | 1 | willing to take risks | 1 | self-confident | 1 |
| 1. I get my best results by | focusing on current problems | 2 | applying careful analysis | 1 | trying new approaches | 1 | gaining the support of others | 2 |
| 1. I see the future as | unknown | 1 | a challenge | 1 | providing many opportunities | 1 | facilitating change | 1 |
| 1. I appreciate teachers who | Explain ideas clearly | 1 | make learning interesting | 1 | recognize original ideas | 1 | Involve others in learning | 1 |
| 1. People see me as | energetic | 2 | persistent | 1 | a perfectionist | 1 | committed | 1 |
| 1. People who make things happen | are highly motivated | 1 | enjoy experimenting | 3 | have the courage of their convictions | 1 | challenge the status quo | 2 |
| 1. Discoveries depend on | being committed | 1 | being curious | 3 | being open-minded | 1 | having a broad perspective | 2 |
| 1. A good writer | is convincing | 2 | presents new ideas | 2 | Provides a unique perspective | 1 | has a compelling vision | 4 |
| 1. Breakthrough thinking | makes progress possible | 1 | helps to solve difficult problems | 1 | explores new frontiers | 4 | encourages teamwork | 1 |
| 1. I dislike | losing control | 1 | boring work | 1 | following rules | 4 | being rejected | 3 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1. I communicate best by being | Direct | 1 | Informative | 1 | Interesting | 4 | open | 3 |
| 1. I am committed to | Achieving results | 1 | Being the best at what I do | 1 | Exploring new ideas | 2 | Contributing to society | 1 |
| 1. Creative organizations | Look for good answers | 1 | Encourage experimentation | 2 | Allow freedom of expression | 2 | Support new ideas | 1 |
| 1. Achieving results depends on being | Responsive | 1 | Systematic | 1 | Original | 2 | cooperative | 1 |
| 1. I prefer situations where I | Am in charge | 4 | Have challenging assignments | 3 | Can use my own ideas | 3 | Can introduce change | 2 |
| 1. Change depends on | Gaining support | 1 | Exploring options | 2 | Independent thinking | 3 | Inspiring others | 1 |
| 1. My goal is to | Accomplish my objectives | 1 | Discover new approaches | 2 | Have my ideas recognized | 4 | Achieve progress | 1 |
| 1. Leaders | Assume responsibility | 1 | Deal with complexity | 1 | Visualize opportunities | 1 | Empower others | 1 |
| 1. Ethical behavior | Is expected | 1 | Requires honesty | 1 | Emphasizes integrity | 1 | Enhances society | 1 |
| 1. The arts | Help to improve designs | 1 | Contribute new perspectives | 2 | Broaden education | 3 | Enrich peoples lives | 3 |
| 1. Creative thinkers | Accomplish important goals | 4 | Make significant discoveries | 2 | Have leaps of imagination | 2 | Turn their dreams into reality | 2 |
| 1. Breaking with tradition | Is seldom desirable | 2 | Needs to be done carefully | 1 | Provides new opportunities | 1 | Helps to accomplish goals | 4 |
| 1. When under pressure, I | Trust my instincts | 1 | Rely on known approaches | 2 | Carefully explore my options | 1 | Avoid conflict | 4 |

**Member – B**

1. 4,2,3,1
2. 1,2,4,3
3. 1,2,3,4
4. 2,3,1,4
5. 3,4,1,2
6. 1,2,3,4
7. 4,3,2,1
8. 3,2,4,1
9. 1,4,2,3
10. 4,3,1,2
11. 3,1,2,4
12. 2,1,4,3
13. 4,3,2,1
14. 1,2,3,4
15. 3,4,1,2
16. 4,1,2,3
17. 4,1,2,3
18. 4,1,2,3
19. 2,1,4,3
20. 4,3,2,1
21. 1,2,3,4
22. 4,1,2,3
23. 4,1,2,3
24. 3,2,1,4
25. 2,3,1,4

**Member – C**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1. I often wonder how to | introduce change | 3 | discover new solutions | 1 | make ideas exciting | 2 | work best with people | 4 |
| 2. My strength is being | decisive | 3 | thorough | 4 | imaginative | 1 | Understanding | 2 |
| 3. Successful people are | ambitious | 4 | disciplined | 3 | willing to take risks | 2 | self-confident | 1 |
| 4. I get my best results by | focusing on current problems | 3 | applying careful analysis | 2 | trying new approaches | 1 | gaining the support of others | 4 |
| 5. I see the future as | unknown | 2 | a challenge | 4 | providing many opportunities | 1 | facilitating change | 3 |
| 6. I appreciate teachers who | explain ideas clearly | 1 | make learning interesting | 3 | recognize original ideas | 4 | involve others in learning | 2 |
| 7. People see me as | energetic | 4 | persistent | 2 | a perfectionist | 1 | Committed | 3 |
| 8. People who make things happen | are highly motivated | 2 | enjoy experimenting | 3 | have the courage of their  convictions | 4 | challenge the status quo | 1 |
| 9. Discoveries depend on | being committed | 4 | being curious | 3 | being open-minded | 1 | having a broad perspective | 2 |
| 10. A good writer | is convincing | 1 | presents new ideas | 4 | provides a unique perspective | 2 | has a compelling vision | 3 |
| 11. Breakthrough thinking | makes progress possible | 1 | helps to solve difficult problems | 3 | explores new frontiers | 3 | encourages teamwork | 4 |
| 12. I dislike | losing control | 3 | boring work | 1 | following rules | 4 | being rejected | 2 |
| 13. I communicate best by being | direct | 1 | informative | 2 | interesting | 3 | open | 4 |
| 14. I am committed to | achieving results | 2 | being the best at what I do | 1 | exploring new ideas | 3 | contributing to society | 4 |
| 15. Creative organizations | look for good answers | 3 | encourage experimentation | 2 | allow freedom of expression | 1 | support new ideas | 4 |
| 16. Achieving results depends on being | responsive | 1 | systematic | 2 | original | 3 | Cooperative | 4 |
| 17. I prefer situations where I | am in charge | 1 | have challenging assignments | 3 | can use my own ideas | 2 | can introduce change | 4 |
| 18. Change depends on | gaining support | 3 | exploring options | 1 | independent thinking | 4 | inspiring others | 2 |
| 19. My goal is to | accomplish my objectives | 1 | discover new approaches | 4 | have my ideas recognized | 3 | achieve progress | 2 |
| 20. Leaders | assume responsibility | 3 | deal with complexity | 4 | visualize opportunities | 1 | empower others | 2 |
| 21. Ethical behavior | is expected | 1 | requires honesty | 2 | emphasizes integrity | 3 | enhances society | 4 |
| 22. The arts | help to improve designs | 2 | contribute new perspectives | 3 | broaden education | 1 | enrich people’s lives | 4 |
| 23. Creative thinkers | accomplish important goals | 2 | make significant discoveries | 1 | have leaps of imagination | 4 | turn their dreams into reality | 3 |
| 24. Breaking with tradition | is seldom desirable | 4 | needs to be done carefully | 1 | provides new opportunities | 3 | helps to accomplish goals | 2 |
| 25. When under pressure, I | trust my instincts | 4 | rely on known approaches | 3 | carefully explore my options | 1 | avoid conflict | 2 |