

The IBSA WORKFORCE INNOVATION SURVEY TOOL



Reports

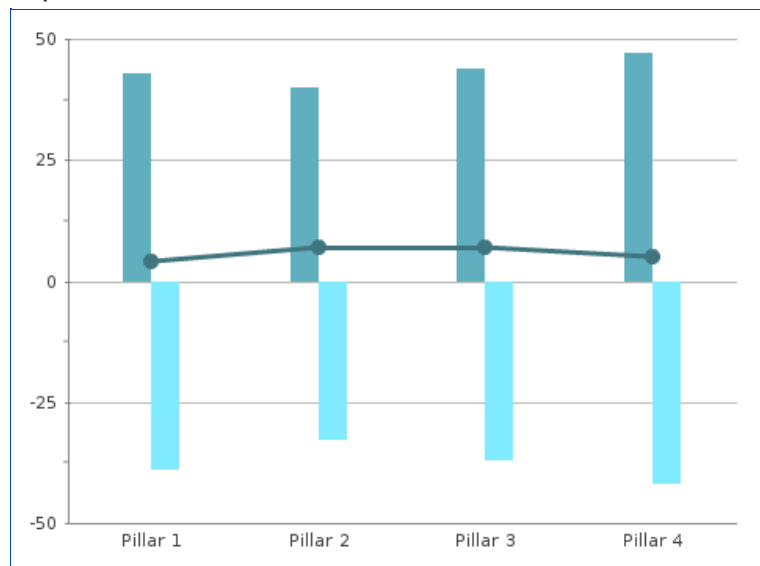
Select Report: Individual Assessment 22nd of June 2010

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Graph



Legend

Data Set

Data Sets

- 1 This report

Benchmarks

- 2 Average of all other participants
- 3 Average of participants w ho Age gro...
- 4 Average of participants w ho State :: ...
- 5 Average of all other Employees

Past Surveys

- 6 Individual assessment completed on 1...
- 7 Individual assessment completed on 2...
- 8 Individual assessment completed on 1...
- 9 Individual assessment completed on 1...
- 10 Individual assessment completed on 1...
- 11 Individual assessment completed on 4...

Raw Data

Skill Set		Personal Innova...	Job Innovation	Skill Gap
Pillar 1	Creativity and Continuous Improvement Skills	43	39	4
Pillar 2	Risk-Taking Skills	40	33	7
Pillar 3	Workplace Relationship Effectiveness	44	37	7
Pillar 4	Implementation Skills	47	42	5
Total Scores:		174	151	23

Understanding your innovation skills scores

Your Personal Innovation score in Pillar 1 was between 33 and 48

This suggests that: You approach challenges in a structured, logical and mannerly fashion. You tend to focus on issues that are clearly defined and well understood. You consider both new and tried solutions.

Your Personal Innovation score in Pillar 2 was between 37 and 48

This suggests that: You can respond to changing circumstances. You tend to be open to discussing and negotiating new solutions. You are comfortable taking on actions without knowing the outcomes.

Your Personal Innovation score in Pillar 3 was between 31 and 45

This suggests that: You work comfortably with others or alone and are willing to assume full responsibility for your actions. You tend to wait for others to collaborate and build relationships with you. You like to be convinced of other opinions before any action.

Your Personal Innovation score in Pillar 4 was between 35 and 51

This suggests that: You tend to focus on procedures and processes. You offer a range of possibilities and solutions for an issue or task. You seek consensus from others on difficult problems and let them take the lead.

Your total Personal Innovation score was between 121 and 180

This suggests that: You are insightful. You are accountable for your actions. You are honest and credible. You work well independently and you are adaptable and flexible when you are needed to be.

Your Job Innovation score in Pillar 1 was between 33 and 48

This suggests that: Your job requires someone who approaches challenges in a structured and mannerly fashion. It is suited for someone who prefers working on issues that are clearly defined and well understood.

Your Job Innovation score in Pillar 2 was between 25 and 36

This suggests that: Your job requires someone who is attentive to detail and analysis. It is suited for someone who prefers to clarify the nature of a problem, understand situations and assess risks before acting.

Your Job Innovation score in Pillar 3 was between 31 and 45

This suggests that: Your job is requires someone who works well with others or alone and who is willing to take full responsibility for their actions. You do need to be convinced of others opinions before acting.

Your Job Innovation score in Pillar 4 was between 35 and 51

This suggests that: Your job is suited for someone who tends to focus on procedures and processes. It requires someone who can offer a range of possibilities and solutions for an issue or task.

Your total Job Innovation score was between 121 and 180

This suggests that: Your job requires someone who is insightful. It is suited for someone who is accountable for their actions, honest and credible, who works well independently and who is adaptable and flexible.

