



Personal Assessment

Innovator Profile

Innovator Profile

SAMPLE

PREPARED FOR

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Operations Director · Example Company Inc.

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Before you read

This is a sample report, created with fictitious answers and data to show the format and content of the deliverable.

The indices, stages, profiles, comparisons and recommendations do not describe any real person or company and must not be used for decisions.

The official report is generated from the buyer's own answers, without a watermark, and sent to the e-mail given in the order.

See the products at www.ideavus.com.br/en/loja

SAMPLE

Summary

The essentials of this report on one page.

INDEX

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STAGE

Developing

PROFILE

Execution connector

Three strengths

Championing and support building	75
Idea generation	67
Implementation	50

Three priorities

Opportunity exploration	25
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FIRST ACTION, THIS WEEK

Write down three problems that repeated in your work this week.

Your result

The index ranges from 0 to 100 and summarizes your answers on the six pillars. The stage shows where you are in your development today, by your own reading.

51

out of 100

STAGE

Developing

You already generate and test ideas fairly regularly, but still depend on favorable conditions to move forward.

The six stages



What this stage calls for now

- Build a data-backed case for your best current idea.
- Identify two people who can support that idea.
- Set a simple plan with deadlines to implement it.

This is a personal development assessment. It describes behaviors at work, not personality traits.

The six pillars

Each bar shows your result in the pillar, from 0 to 100. The color shows where to focus your development.

Opportunity exploration

Priority attention



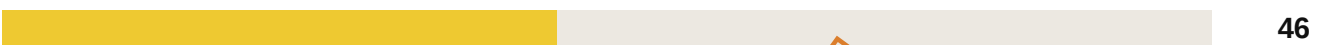
Idea generation

Developing



Experimentation

Developing



Championing and support building

Strength



Implementation

Developing



Creative self-efficacy and learning

Developing



STRONGEST POINT

Championing and support building · 75

POINT THAT NEEDS THE MOST ATTENTION

Opportunity exploration · 25

Your profile

The combination of your pillars forms a behavior pattern. It does not define who you are; it describes how you tend to act at work today, and it can change.

Execution connector

You mobilize people and make things happen in the organization. Projects that pass through you gain support and pace. The weak spot is the source of ideas: you spend little time looking for new problems.

Core recommendation

Schedule a conversation with customers or users every two weeks to hear their problems.

What shaped this profile

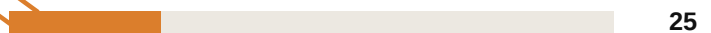
PILLARS PULLING AHEAD

Championing and support building
Implementation



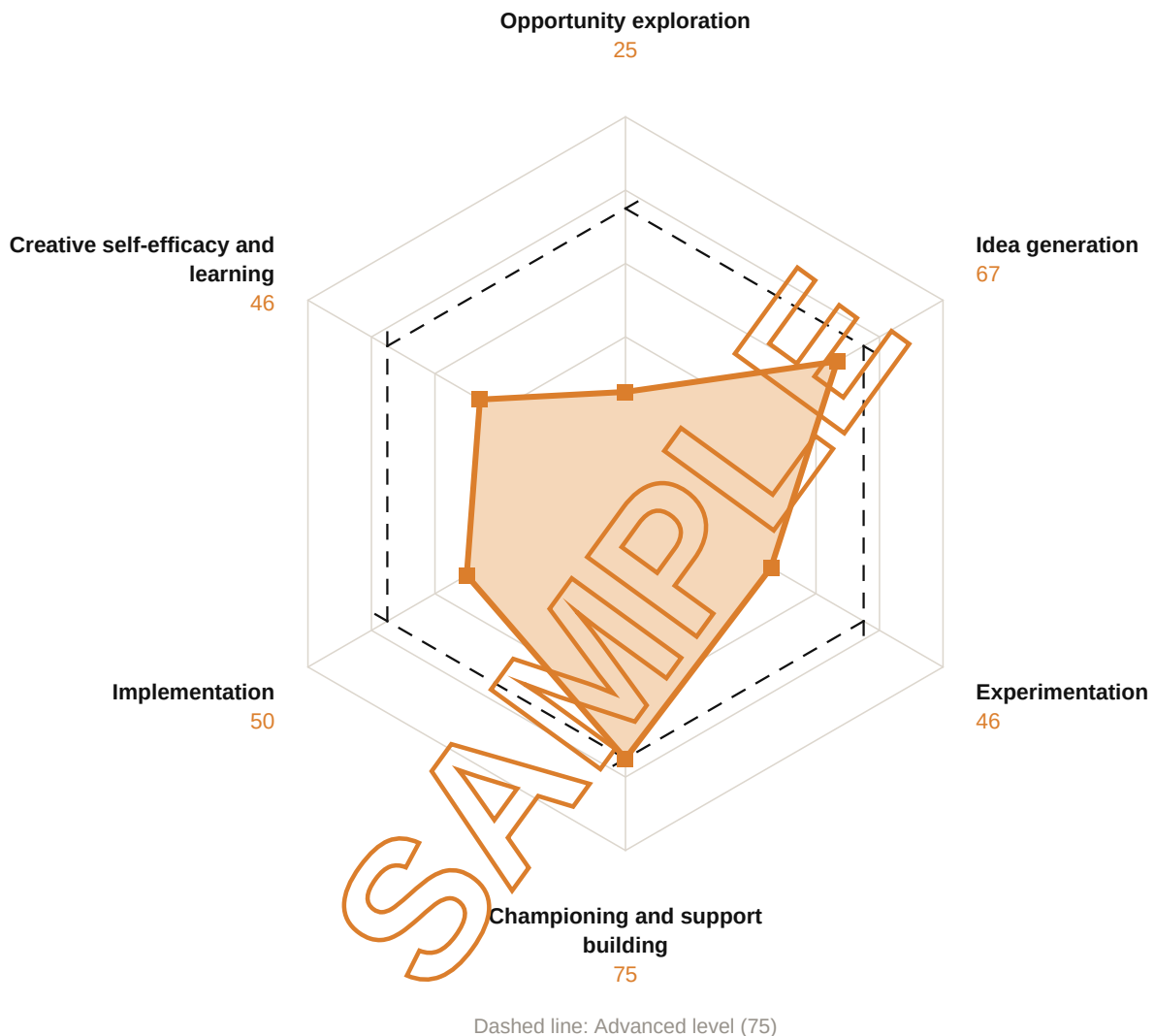
PILLARS HOLDING BACK

Opportunity exploration



Your profile at a glance

The shape shows your profile. The more regular it is, the more balanced; peaks and dips show where you rely on strengths and where there is room to grow.

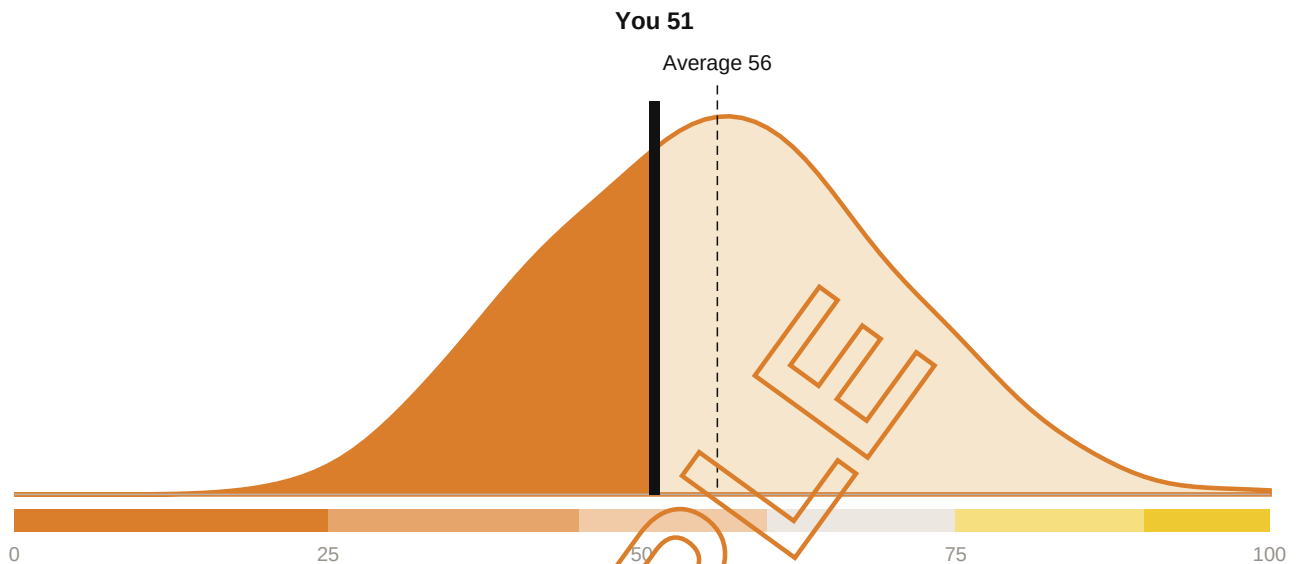


Profile balance

Gap between the highest and lowest pillar: 50 points. Profile with strong contrasts: one or two pillars are well below the rest and tend to limit the others. Start with them.

How you compare

The curve shows how the indices of people who have taken this assessment are distributed. The marker shows your position.



Your index is higher than 35% of respondents.

Comparison base: 240 respondents. Example with a fictitious base, for demonstration only.

Your pillars compared to the average



The comparison shows relative position, not absolute quality. Comparison bases change over time and with the profile of respondents.

Heat map of your answers

Each square is one statement, grouped by pillar. Colors go from orange (disagree) to gold (agree) and show where each pillar result comes from.



Statements that stand out

The statements with the highest and lowest answers. They help turn the index into concrete day-to-day examples.

Where you recognize yourself most

- 4

I suggest new methods, techniques or tools to get tasks done.
Idea generation
- 4

I search for original solutions to issues others see as dead ends.
Idea generation
- 4

I combine knowledge from different fields to create solutions.
Idea generation
- 4

I find different approaches when the first solution is not enough.
Idea generation
- 4

I seek support from influential people for ideas I find valuable.
Championing and support building

Where you recognize yourself least

- 2

I pay attention to recurring problems in my work and try to understand why they happen.
Opportunity exploration
- 2

I look for opportunities to improve processes, products or services in my area.
Opportunity exploration
- 2

I question the way things are done, even when they work reasonably well.
Opportunity exploration
- 2

I ask "what if" questions to imagine alternatives to the current way of working.
Opportunity exploration
- 2

I observe customers, users or colleagues in action to spot unmet needs.
Opportunity exploration

Pillar by pillar

Opportunity exploration

25

Priority attention

What this result usually indicates

You tend to accept daily problems as part of the job. Improvement opportunities go by without you noting them.

Recommended actions for the next 90 days

1. Write down one recurring annoyance or problem you notice at work every day for 30 days.
2. Shadow a customer or user for half a day and list three unmet needs.
3. Ask five "why" questions about a process in your area and record the answers.

Idea generation

67

Developing

What this result usually indicates

You have good ideas, especially when prompted. The next step is making the habit constant and bolder.

Recommended actions for the next 90 days

1. Keep an idea notebook and review it every Friday, picking one to develop.
2. Combine two ideas from different fields into a new proposal every two weeks.
3. Join an event or community outside your industry this quarter.

Experimentation

46

Developing

What this result usually indicates

You test ideas when the risk seems low. Even so, you could learn faster with short, planned cycles.

Recommended actions for the next 90 days

1. Run two short experiments this quarter, each with a clear hypothesis and success criterion.
2. Gather feedback from five users before investing more time in an idea.
3. Share with the team a test that failed and what you learned.

Championing and support building

75

Strength

What this result usually indicates

You know how to rally people and gain support for change. Managers and colleagues tend to trust the causes you champion.

Recommended actions for the next 90 days

1. Sponsor a colleague's idea and help them gain support.
2. Build a relationship with a senior sponsor for larger initiatives.
3. Share with the team how you prepare and run a difficult pitch.

Implementation

50

Developing

What this result usually indicates

You put ideas into practice, but don't always follow results through to the end. Some changes fade once routine returns.

Recommended actions for the next 90 days

1. Set a simple metric for each change you implement and track it for 60 days.
2. Review your initiatives every two weeks and correct the course of delayed ones.
3. Document the new way of working so it continues without depending on you.

Creative self-efficacy and learning

46

Developing

What this result usually indicates

You trust your creativity on familiar topics but hesitate with new challenges. Learning more deliberately would widen your reach.

Recommended actions for the next 90 days

1. Take on a task outside your comfort zone this quarter and record what you learn.
2. Ask three people with different profiles for feedback on your ideas.
3. Read a book or study on innovation and apply one practice in your work.

What your set of results indicates

More than each pillar alone, the combination says a lot about what to do first.

Strengths to use in your favor

Your highest pillars are Championing and support building and Idea generation. Use these strengths as leverage: they are the shortest path to improving the lowest pillars.

What may be holding the rest back

Opportunity exploration is the pillar with the lowest result. When one pillar is far below the others, it tends to limit the effect of everything that already works well.

Combination worth attention

The largest gap is between Championing and support building (75) and Opportunity exploration (25). Use the first to support the development of the second in the coming weeks.

Consistency of answers

Your answers vary little within each pillar. Each pillar result is a good summary of what you marked.

SAMPLE

From the current stage to the next

For the two lowest pillars, what day-to-day looks like at the current level and what it looks like at the next.

Opportunity exploration · 25

TODAY

- You accept processes as they are.
- Recurring problems are treated as part of routine.
- You rarely talk with customers or users.

AT THE NEXT LEVEL

- You notice problems when they affect your work directly.
- You question some processes but rarely dig into causes.
- You follow trends when the topic comes up.

Experimentation · 46

TODAY

- You test ideas when time and resources allow.
- You ask for opinions but rarely define success criteria.
- You adjust the idea after negative feedback.

AT THE NEXT LEVEL

- You build simple prototypes early on.
- You define upfront what counts as success in a test.
- You drop or adjust ideas based on evidence.

Your first week

Small actions to start now, tied to the pillar that needs the most attention. Each one takes less than an hour.

Opportunity exploration

DAY 1	Write down three problems that repeated in your work this week.	☐ Done
DAY 2	Watch a customer or colleague use one of your processes for 20 minutes.	☐ Done
DAY 3	Ask a user what bothers them most about what you deliver.	☐ Done
DAY 4	Read one article about a trend that could affect your field.	☐ Done
DAY 5	Write one "what if" question about a rule nobody questions.	☐ Done

Your 90-day plan

A plan in three waves, starting with the pillars with the lowest results. Set dates, choose someone to follow your progress and review every 30 days.

Days 1 to 30

Focus: Opportunity exploration

1. Write down one recurring annoyance or problem you notice at work every day for 30 days.

Who supports me: _____ Deadline: ____/____

2. Shadow a customer or user for half a day and list three unmet needs.

Who supports me: _____ Deadline: ____/____

3. Ask five "why" questions about a process in your area and record the answers.

Who supports me: _____ Deadline: ____/____

Days 31 to 60

Focus: Experimentation

1. Run two short experiments this quarter, each with a clear hypothesis and success criterion.

Who supports me: _____ Deadline: ____/____

2. Gather feedback from five users before investing more time in an idea.

Who supports me: _____ Deadline: ____/____

3. Share with the team a test that failed and what you learned.

Who supports me: _____ Deadline: ____/____

Days 61 to 90

Focus: Creative self-efficacy and learning

1. Take on a task outside your comfort zone this quarter and record what you learn.

Who supports me: _____ Deadline: ____/____

2. Ask three people with different profiles for feedback on your ideas.

Who supports me: _____ Deadline: ____/____

3. Read a book or study on innovation and apply one practice in your work.

Who supports me: _____ Deadline: ____/____

Follow-up and reflection

Use this page to record what changed. Come back to it at 30, 60 and 90 days.

1. Which result in this report surprised me most, and why?

2. What recent situation shows my strongest pillar well?

3. What stops me today from advancing on the lowest pillar?

4. Who will I talk to about this report in the next two weeks?

5. How will I know in 90 days that I have improved?

Checkpoint	What I did	What changed	Next step
30 days			
60 days			
90 days			

Pillar glossary

What each pillar means and why it matters.

Opportunity exploration

Exploration is noticing problems, needs and opportunities that others overlook. This is where the good questions that start innovation come from.

Idea generation

Idea generation is your ability to produce varied alternatives and combine knowledge from different fields. The more options you create, the higher the chance of finding a truly better solution.

Experimentation

Experimentation is testing ideas quickly and cheaply before investing heavily in them. It replaces opinion with evidence and lowers the cost of being wrong.

Championing and support building

Championing is getting other people to support, fund and help carry your idea forward. Good ideas without allies rarely leave the drawing board.

Implementation

Implementation is turning an approved idea into something that works in daily routine, with a plan, resources and persistence. It is what separates people with ideas from people who get results from them.

Creative self-efficacy and learning

Creative self-efficacy is the confidence that you can create new solutions, combined with the habit of learning from each attempt. It sustains your willingness to try again after a failure.

Your next steps

A report shows today's picture. Progress shows up when you measure again.

Retake this assessment every 6 months

Behaviors and practices change over time. Retake it twice a year, around April 2027 and October 2027, and the new report shows your progress pillar by pillar compared with this one.

[Retake the assessment](#)

Assessments that complement this one

DualDrive

How you balance today's delivery and exploring the new.

[Learn more >](#)

AIReady Me

Whether you are ready to use AI with value and judgment.

[Learn more >](#)

Innovability Score

Your reading of the company's ability to innovate.

[Learn more >](#)

Want a reading of the whole company?

With many people answering, the diagnostic shows where the organization stands, the differences between areas and an action plan for leadership.

[Diagnostics for companies](#)

How to use this report

This report shows how you see yourself today. Self-assessments tend to be more generous or harsher than the view of those who work with you, so use the result as a starting point for conversations, not as a verdict.

It is designed for personal development. It should not be used for hiring, promotion or performance review.

To track your progress, answer again in six months, thinking about how you actually act, not how you would like to act.

Want to take this to your team?

Talk to Ideavus: contato@ideavus.com.br · www.ideavus.com.br

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