An education innovator who engages in initiative independently or collaboratively develops, assesses, and operationalizes ideas that foster positive changes, while overcoming real and perceived constraints that often impede the launching of ideas.

Cultivating Initiative
Initiative is an innovation competency that can be cultivated through a proactive, self-starting, and persistent approach toward identifying problems and proposing solutions. Below is a list of actions that can help cultivate your initiative.³

1. **Do more than what is expected of you.** Moving past the status quo will require reaching beyond your typical work to seek out new roles and responsibilities. Seek out new opportunities.
2. **Draft a plan.** Defining your vision and making plans for achieving your goals will allow you to better see opportunities to build the necessary relationships, develop resources, and/or attain new skills.
3. **Actively request feedback and follow it.** Requesting feedback on your innovation idea and/or personal development will reveal strengths and areas for development. This feedback should inform changes and course corrections.
4. **Anticipate potential issues and discuss them with your team.** Challenges and opportunities often emerge unexpectedly. Discuss potential, future issues with your team to gain deeper insight into what may cause the problems and develop proactive solutions to address potential challenges.
5. **Share what you learn.** Disseminate your findings—both successes and failures—to encourage others to overcome real and perceived constraints that often impede the launching of ideas.

Assessing Your Initiative Competency
Initiative requires putting ideas into action. As you engage in initiative, think about whether you have:
- identified solutions to overcome real and perceived constraints that impede the launching of new ideas;
- used novel approaches to improve ideas that propel change; and/or
- operationalized ideas that foster positive changes.

For More Information