

## RISE INNOVATION 360 ASSESSMENT

**Instructions:** Thank you for assisting in our RISE innovator’s competency development. As a reminder, the information you provide will be aggregated based on the role you identify. We ask that you share candid feedback based on the following seven competencies:

- **Creativity:** challenges me to generate ideas, alternatives, and possibilities to expand my thinking beyond traditional rules and patterns
- **Critical Thinking:** inspires me to use evidence, context, and methods to inform decision-making
- **Initiative:** works with me to adopt a proactive approach for developing, assessing, and operationalizing ideas to foster positive change while remaining persistent in overcoming constraints
- **Intellectual Curiosity:** pushes me to ask thought-provoking questions to explore unknown aspects of an idea and challenge existing perspectives and explanations
- **Intelligent Risk-taking:** encourages me to weigh benefits and disadvantages of choices to assume calculated risks that yield impactful outcomes
- **Teamwork:** connects me to individuals with diverse expertise and perspectives to expand my innovation network, encourages me to effectively engage with my network to advance my education innovation, challenges me to collaborate outside my discipline to generate unique ideas to advance my education innovation
- **Visioning:** challenges me to think expansively to develop a clear pathway for the desired future state with sufficient detail to determine if it has been achieved

### SECTION 1. Demographic Information

Please provide information on your role/relationship with the RISE Fellow or Mini-Grant recipient.

1. RISE Fellow or Mini-Grant Recipient Name (Last, First) [text box]
2. The person I am assessing is my (please select the one that best describes individual being assessed):
  - Self
  - Department/Division Chair or Direct Supervisor
  - Learner, trainee and/or mentee
  - Peer and/or professional colleague
  - Faculty and/or teacher
  - Coach and/or advisor
  - Non-medical/academic professional affiliations (e.g., community and/or recreational organizations)
  - Other [text box]

I have known this individual *professionally* for:

- Less than one year
- 1-3 years
- 4-6 years
- 7-9 years
- 10 or more years

## SECTION 2. Innovation 360 Rubric

Please use the following rubric to assess the innovator's development, based on the seven innovation competencies.

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### **I. CREATIVITY: *generates ideas, alternatives, and possibilities to expand my thinking beyond traditional rules and patterns***

- 0—Remedial** The innovator relies heavily on traditional approaches or practices that fail to generate new ideas, alternatives, and possibilities.
- 1—Emerging** The innovator explores traditional and novel approaches from within own discipline to generate new ideas, alternatives, and possibilities.
- 2—Developing** The innovator generates a combination of traditional and novel approaches across different disciplines to generate new ideas, alternatives, and possibilities.
- 3—Excelling** The innovator applies novel approaches from across different disciplines to generate new ideas, alternatives, and possibilities.

Please comment on strengths or areas for development related to this individual's competency in *creativity*. When possible, please provide specific examples. [Text box]

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### **II. CRITICAL THINKING: *applies reasoned consideration to evidence, context, and methods to inform decision-making***

- 0 – Remedial** The innovator fails to consider evidence, context, or methods to inform decision-making.
- 1 – Emerging** The innovator considers evidence, context, and methods to inform decision-making but does not account for new information.
- 2 – Developing** The innovator applies evidence, context, and methods to inform decision-making but fails to account for new information.
- 3—Excelling** The innovator integrates and synthesizes evidence, context, and methods with new information to inform decision-making.

Please comment on strengths or areas for development related to this individual's competency in *critical thinking*. When possible, please provide specific examples. [Text box]

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### **III. INITIATIVE: *adopts a proactive approach for developing, assessing, and operationalizing ideas to foster positive change while remaining persistent in overcoming constraints***

- 0—Remedial** The innovator fails to identify strategies for developing, assessing, and operationalizing ideas that overcome real and perceived constraints.
- 1 – Emerging** The innovator considers strategies for developing, assessing, and operationalizing ideas, but allows constraints to stifle advancing ideas.
- 2 – Developing** The innovator creates new strategies for developing, assessing, and operationalizing ideas, but allows constraints to stifle advancing ideas.
- 3—Excelling** The innovator pushes through constraints to implement, assess, and operationalize ideas that foster positive change.

Please comment on strengths or areas for development related to this individual's competency in *initiative*. When possible, please provide specific examples. [Text box]

**IV. INTELLECTUAL CURIOSITY: *asks thought-provoking questions to explore unknown aspects of an idea and challenge existing perspectives and explanations***

- 0—Remedial** The innovator fails to explore unknown aspects of an idea or challenge own g perspectives and explanations.
- 1 – Emerging** The innovator responds to questions regarding unknown aspects of an idea but does not use this information to revisit existing perspectives and explanations.
- 2 – Developing** The innovator asks questions that explore unknown aspects of an idea and uses the information to revisit existing perspectives and explanations.
- 3—Excelling** The innovator asks thought-provoking questions that challenge existing perspectives and explanations to transform existing perspectives and explanations.

Please comment on strengths or areas for development related to this individual’s competency in *intellectual curiosity*. When possible, please provide specific examples. [Text box]

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**V. INTELLIGENT RISK-TAKING: *weighs benefits and disadvantages of choices to assume calculated risks that yield impactful outcomes***

- 0—Remedial** The innovator struggles to identify the benefits and disadvantages of actions and/or choices to inform calculated risks.
- 1—Emerging** The innovator identifies benefits and disadvantages of actions and/or choices but does not use to inform calculated risks.
- 2—Developing** The innovator considers benefits and disadvantages of actions and/or choices to inform calculated risks.
- 3—Excelling** The innovator weighs benefits and disadvantages of actions and/or choices to inform calculated risks.

Please comment on strengths or areas for development related to this individual’s competency in *intelligent risk-taking*. When possible, please provide specific examples. [Text box]

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**VI. TEAMWORK: *collaborates with a broad network of individuals with diverse expertise and viewpoints to generate unique ideas and solutions***

- 0—Remedial** The innovator fails to engage with existing innovation network and limits collaboration to existing team members.
- 1—Emerging** The innovator engages with some of the existing innovation network but limits collaborations to existing colleagues from own discipline.
- 2—Developing** The innovator engages with most of the existing innovation network and collaborates with individuals from across different disciplines.
- 3—Excelling** The innovator actively engages with a broad innovation network and individuals from across different disciplines to generate unique ideas and solutions.

Please comment on strengths or areas for development related to this individual’s competency in *teamwork*. When possible, please provide specific examples. [Text box]



**VII. VISIONING: *develops a clear direction for the desired future state with sufficient detail to determine if it has been achieved.***

**0 – Remedial** The innovator is unable to envision the desired future state.

**1 – Emerging** The innovator considers the desired future state but does not provide sufficient detail to determine if it has been achieved.

**2 – Developing** The innovator uses the desired future state to outline a plan with sufficient detail to determine if it has been achieved.

**3 – Excelling** The innovator achieves desired future state and sufficiently explains how and why it was achieved.

Please comment on strengths or areas for development related to this individual's competency in *visioning*. When possible, please provide specific examples. [Text box]