

## RISE INNOVATION 360 ASSESSMENT

**Instructions:** Thank you for assisting in our RISE innovator’s 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:** thinks beyond traditional, and often dogmatic ideas, rules, and patterns to generate meaningful alternatives
- **Critical Thinking:** pinpoints the actual nature and cause of problems and the dynamics that underlie them to logically identify strengths and weaknesses of alternative approaches
- **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
- **Intellectual Curiosity:** acquires new knowledge, challenges beliefs and knowledge constructs, and seeks explanations—even when the applications of that new learning is not immediately apparent
- **Intelligent Risk-taking:** weighs potential benefits and disadvantages of an action or choice to assume calculated risks
- **Teamwork:** effectively and efficiently collaborates with others in a diverse group and works with stakeholders to assimilate ideas and needs towards outcomes and solutions
- **Visioning:** assesses future directions and risks based on existing and potential opportunities and threats to implementation

### 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]
3. 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. Assessment

Please provide your level of agreement with the following statements as they pertain to the individual you are assessing. Scale: 1- strongly disagree, 2- disagree, 3- neither agree or disagree, 4- agree, 5-strongly agree; N/A- unable to assess/insufficient data

**CREATIVITY:** *thinks beyond traditional, and often dogmatic ideas, rules, and patterns to generate meaningful alternatives*

4. Generates alternatives to dogmatic ideas, rules, and patterns
5. Creates novel combinations of concepts from across different contexts or disciplines
6. Applies innovative strategies to address problems
7. [Text box] Please comment on strengths or areas for development related to this individual's competency in *creativity*. When possible, please provide specific examples.

**CRITICAL THINKING:** *pinpoints the actual nature and cause of problems and the dynamics that underlie them to logically identify strengths and weaknesses of alternative approaches*

8. Evaluates evidence, context, methods, and criteria
9. Integrates new information to improve current thinking/proposals
10. Uses purposeful, reflective judgment to explain decision-making
11. [Text box] Please comment on strengths or areas for development related to this individual's competency in *critical thinking*. When possible, please provide specific examples.

**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*

12. Operationalize ideas that foster positive changes
13. Identifies solutions to overcome real and perceived constraints that impede new ideas
14. Proactively leads change without prompting
15. [Text box] Please comment on strengths or areas for development related to this individual's competency in *initiative*. When possible, please provide specific examples.

**INTELLECTUAL CURIOSITY:** *acquires new knowledge, challenges beliefs and knowledge constructs, and seeks explanations—even when the applications of that new learning is not immediately apparent*

16. Asks provocative questions to explore the unknown or challenge beliefs/knowledge constructs
17. Performs experiments, often testing the boundaries of possibilities, to find better/alternative solutions
18. Independently seeks information and data to acquire new knowledge
19. [Text box] Please comment on strengths or areas for development related to this individual's competency in *intellectual curiosity*. When possible, please provide specific examples.

**INTELLIGENT RISK-TAKING:** *weighs potential benefits and disadvantages of an action or choice to assume calculated risks*

20. Considers potential benefits and disadvantages of exercising one's choice or action
21. Accepts failure as a necessary part of innovation
22. Balances data and intuition to facilitate decision-making
23. [Text box] Please comment on strengths or areas for development related to this individual's competency in *intelligent risk-taking*. When possible, please provide specific examples.



**TEAMWORK:** *effectively and efficiently collaborates with others in a diverse group and works with stakeholders to assimilate ideas and needs towards outcomes and solutions*

- 24.** Supports diverse and inclusive viewpoints and ideas
- 25.** Integrates ideas towards common vision and collective goals
- 26.** Identifies and utilizes others' skillsets and/or knowledge
- 27.** [Text box] Please comment on strengths or areas for development related to this individual's competency in *teamwork*. When possible, please provide specific examples.

**VISIONING:** *assesses future directions and risks based on existing and potential opportunities and threats to implementation*

- 28.** Assesses future states and risks based on current and projected opportunities and threats
- 29.** Develops plans and goals based on organizational functions and direction
- 30.** Recognizes opportunities to improve or restructure processes
- 31.** [Text box] Please comment on strengths or areas for development related to this individual's competency in *visioning*. When possible, please provide specific examples.