



# Team Pulse for Innovation

SEEK NEW PROBLEMS	 People continuously seek to identify and define new problems
	 Problems are defined, but people focus on previously defined problems
	 People don't define problems clearly
CREATE SAFETY	 New and different (even "crazy") ideas are encouraged; people speak in equal amounts
	 Diverse ideas are discussed, but some points are cut short or unexplored; most people contribute
	 Several ideas are criticized or ignored; a few people dominate the discussion
INTEGRATE WORK	 People work together closely, integrating ideas and work efforts in a variety of ways
	 People work in parallel; everyone is involved but responsible for distinct tasks
	 A few people do most of the work; group has little or no visibility to progress and work product
FOSTER NETWORKS	 People frequently access knowledge and resources outside the group and organization
	 People only seek outside information and resources when they get "stuck"
	 People only use information and resources currently available to the group
BE RIGOROUS	 Problem and resources are well-defined and thoroughly investigated
	 Important aspects of problem and/or viable resources omitted/overlooked
	 Problem and resources not well-defined or understood