

Your Personal Innovation Profile: John Tan

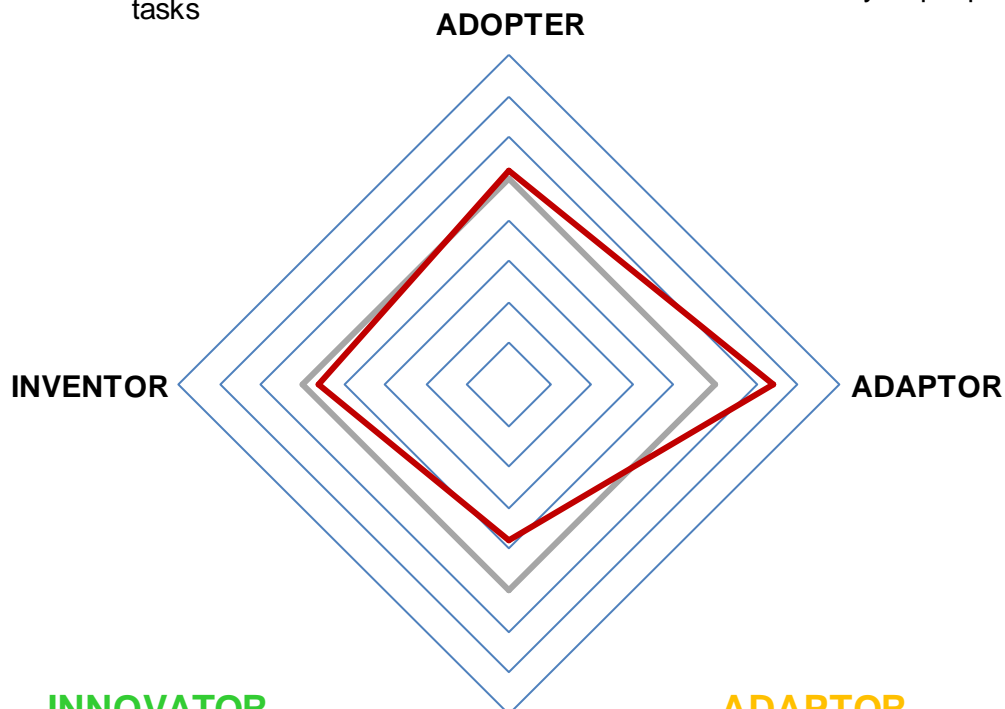
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INVENTOR

Breaks new ground
Spontaneous
Flexible and ingenious
Breakthrough ideas – supplies the
break with accepted theory or ways
Questions assumptions
Brings out-of-the-box or new
viewpoints to settled groups and
tasks

ADOPTOR

Organised
Maintains group cohesion
Selects and takes things “as they are”
Follows rules
Provides safe base for riskier
operations
Applies structure to innovative ideas
Adds sensitivity to people



INNOVATOR

At his/her best is
unique, visionary, ingenious
Does things differently
Seen as undisciplined
Challenges problem definition
Questions or disregards ‘means’
Productive in a creative way
Provides dynamics to bring about
radical change
Flexible

ADAPTOR

Does things better
Seen as disciplined
Accepts problem definition
Makes goals of means
Predictable and stable
Good manager of time and money
Thorough and comprehensive planner
At his/her best is
precise, reliable, dependable