

ITI

Innovation Traits Inventory

Participant Example

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Confidential



UNIVERSITY OF
CAMBRIDGE
The Psychometrics Centre

About the report

The questionnaire assesses four personality traits that are known to relate to a person’s capacity to contribute to innovation in a work environment. These have been labelled Optimism, Assertiveness, Insubordination and Judiciousness. Each is assessed on a nine point scale in which your responses are compared with those of 14,827 other people in the general population. A score of 5 is average and obtained by about 20% of people, while 54% of people obtain scores between 4 and 6. Scores of 3 or 7 are significantly below or above average respectively. Only 4% of people obtain scores of 9 or 1.

Reflection

When interpreting your own score, please note that how each scale contributes to innovation depends on a number of factors, in particular the work environment itself and the overall pattern as well as the scores themselves. There are no right or wrong answers that can be applied across the board, and much depends on the situation in which you find yourself. For example, being manipulative and disobedient may be the key to success in some circumstances and a recipe for disaster in others. Also, remember that no organisation could function if comprised entirely of innovators. People who are able to maintain strong and successful traditions are equally valuable, as are unassuming yet loyal and committed staff who will put the interests of their organisation above all else.

Optimism



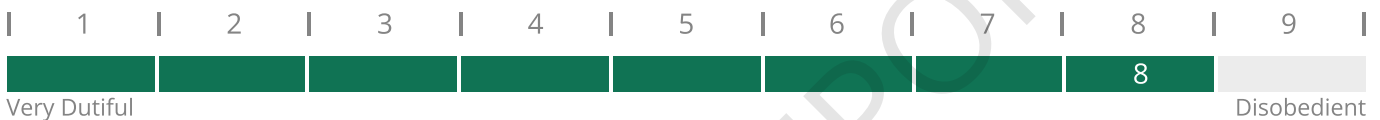
Your level of optimism concerning the future appears to be in the high average range. You are usually positive about change, and recognise that it is a natural part of today’s rapidly moving world. You generally prefer to look on the bright side of things and have a reasonable level of confidence that things will turn out right. You are normally willing to go along with proposals for trying out new ways of doing things, and maintain a curiosity about how they will turn out. You are not often shy and you are usually willing to engage in the process of planning change.

Assertiveness



You tend to see time-keeping as important and consequently will be less likely to take time off work for no real reason. On the other hand, you may not always be particularly tolerant of those who do not share your attitude to work, and may give short shrift to those who are continually making excuses for poor or slow performance. You are generally a tidy person, believing that other employees should respect any organisational dress codes and other required standards of behaviour. Sometimes your colleagues may see you as rather pushy, although they will generally respect your capacity for work.

Insubordination



You would seem to have faith in yourself and in your ability to see through falseness and deceit. You may particularly value your independence of thought, and your ability to make policy "on the hoof". While you might have a tendency to break the rules, you are only likely to do so should you believe that this is for the best. You are generally happiest when working with an employer who shares your vision and who values your entrepreneurial skills. You will not usually shine when expected to follow precise instructions, particularly when the reasoning behind these has not been fully explained to you.

Judiciousness



You are hesitant about accepting people's motives at face value, and generally have little time for those who think they can talk you into things against your will. While colleagues may sometimes see you as a little sensitive, this is usually because they fail to recognise the difficulties you encounter. You prefer to work independently, taking particular pride in your own methods. People often find it all too easy to blame you for their mistakes, and you are not always able to find an adequate avenue of escape when this occurs. Like most people, you want to receive recognition for your achievements, and you are likely to feel hurt should this not be forthcoming.