

## VOICE Stars

*VOICE Stars identifies our team's aptitude for radical innovation and where we should partner or hire!*

1. Use the five points to define “how much” of each radical innovation skills each team member possesses, with ‘some’ toward the center and ‘a great deal’ toward the tips.

2. The five core skills for radical innovation are defined as:

**Voracious**—Constantly seeking, finding and collecting a broad range of ideas, information, experiences, and insights.

**Open**—Receptive to new ideas, perspectives, or arguments.

**Instigates**—Takes action and engages others in support.

**Curious**—Always seeking to pose and answer “What if?”

**Earnest**—Serious and sincere in pursuing the stated goals.

3. With the goal of maximizing each behavior, how can we develop our team in each area?

- Who is going to help us collect more information to use?
- How can we develop a more open stance to new ideas?
- Beyond taking action, how can we better engage others?
- How do we rediscover a child-like curiosity?
- What can we do to be more honest about why we're taking an action and the effort we are putting into it?

**Expert Edition**—Instead of using the worksheet, draw the star on a whiteboard and have each member mark his or her perceived score and draw lines to connect the points. Use different colored markers. This variation generates a valuable team conversation as each member attempts to define personal perception in relation to the other members' skills.

