

# The Innovator



## Domain: Mentis

*"What if we tried something completely different?"*

### Team Role & Work Orientation:

You are a creative catalyst who generates novel solutions and challenges conventional thinking. Naturally questions existing approaches and offers imaginative alternatives. Energised by brainstorming and blue-sky thinking sessions.

### Natural Strengths:

- Breaks teams out of conventional thought patterns
- Generates multiple creative alternatives to problems
- Sees possibilities others overlook
- Comfortable with ambiguity and uncertainty
- Inspires fresh perspectives and approaches

### Potential Blindspots:

- Ideas may be impractical or resource-intensive
- Can become bored with implementation details
- May dismiss practical constraints too quickly
- Tendency to jump to new ideas before finishing current ones
- Sometimes struggles with incremental improvements

### Maximising Impact:

- Do: Partner with Implementers to ground ideas in reality
- Do: Focus creative energy on the team's biggest challenges
- Do: Build on others' ideas rather than always starting fresh
- Avoid: Generating ideas without considering feasibility
- Avoid: Abandoning concepts before they're properly explored

### High Collaboration Potential:

- The Analyst: Provides reality-check and evaluation of innovative ideas
- The Forgemaster: Transforms creative concepts into actionable plans
- The Pathfinder: Both explore new possibilities and adapt to change

### Potential Conflict:

- The Finisher: Creative chaos clashes with perfectionist structure
- The Specialist: Novel approaches conflict with established expertise
- The Orchestrator: Innovation disrupts systematic processes

## **Domains**

### **MENTIS**

*Processing information, generating insights, and providing expertise for informed decisions*

The Mentis domain represents the cognitive powerhouse of teams. Individuals in this domain naturally gravitate toward analysing complex information, generating innovative solutions, and providing specialised expertise. They serve as the team's intellectual backbone, offering critical evaluation, breakthrough thinking, and deep knowledge that guides sound decision-making. Whether systematically evaluating options, creating novel approaches, or applying technical mastery, Mentis contributors ensure teams make informed choices based on insight rather than impulse.

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### **IMPERII**

*Setting direction, driving change, and coordinating efforts toward strategic objectives*

The Imperii domain embodies leadership and strategic influence within teams. These individuals naturally step forward to set direction, drive momentum, and coordinate collective efforts toward ambitious goals. They excel at navigating change, championing important causes, and ensuring teams maintain focus on strategic objectives. Whether through authoritative coordination, determined drive, adaptive exploration, or principled advocacy, Imperii contributors provide the leadership energy that transforms individual efforts into unified team achievement.

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### **OPERIS**

*Implementing plans, ensuring quality, and systematically executing complex work*

The Operis domain represents the execution engine that transforms ideas into reality. Individuals in this domain naturally focus on implementation, quality assurance, and systematic delivery of results. They excel at converting abstract concepts into concrete actions, maintaining high standards throughout the process, and coordinating complex operational workflows. Whether through methodical implementation, perfectionist attention to detail, or structured coordination, Operis contributors ensure teams deliver excellent outcomes reliably and efficiently.

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### **FOEDERIS**

*Building relationships, supporting others, and facilitating collaborative team success*

The Foederis domain embodies the relational and collaborative heart of teams. These individuals naturally prioritise relationship building, team support, and collective success over individual recognition. They excel at expanding networks, maintaining positive energy, resolving conflicts, protecting team interests, and nurturing individual growth. Whether through external connections, motivational support, diplomatic harmony, protective vigilance, or caring service, Foederis contributors create the social foundation that enables teams to function cohesively and sustainably.