

Fincoda-Barometer

#	Item	Not demonstrated	Poor	Needs to improve	Pass	Good	Excellent
1	Think differently and adopt different perspectives						
2	Be attentive when others are speaking, and respond effectively to others' comments during the conversation						
3	Use intuition and own knowledge to start actions						
4	Invite feedback and comments						
5	Foster improvements in work organization						
6	Obtain constructive comments from colleagues						
7	Find new ways to implement ideas						
8	Identify sources of conflict between oneself and others, or among other people, and to take steps to overcome disharmony						
9	Take an acceptable level of risk to support new ideas						
10	Go beyond expectations in the assignment, task, or job description without being asked						
11	Meet people with different kinds of ideas and perspectives to extend your own knowledge domains						
12	Convince people to support an innovative idea						
13	Systematically introduce new ideas into work practices						
14	Act quickly and energetically						
15	Generate original solutions for problems or to opportunities						
16	Use trial and error for problem solving						
17	Develop and experiment with new ways of problem solving						
18	Acquire, assimilate, transform and exploit external knowledge to establish, manage and learn from informal organisational ties						
19	Challenge the status quo						
20	Face the task from different points of view						
21	Make suggestions to improve current process products or services						
22	Present novel ideas						
23	Forecast impact on users						
24	Show inventiveness in using resources						
25	Search out new working methods, techniques or instruments						
26	Provide constructive feedback, cooperation, coaching or help to team colleagues						
27	Work well with others, understanding their needs and being sympathetic with them						
28	Share timely information with the appropriate stakeholders						
29	Consult about essential changes						
30	Build relationships outside the team/organization						
31	Refine ideas into a useful form						
32	Engage outsiders of the core work group from the beginning						
33	Ask "Why?" and "Why not?" and "What if?" with a purpose						
34	Work in multidisciplinary environments						