

EVOLUTION AND INNOVATION HABITS

Prepare Your Physical and Mental State

1. Become physically centered. Deep breathe three times. Keep your hands in your lap.
2. Ask for and receive perspective, knowledge and suggestions to evolve or innovate.
3. Silently remind yourself:
 - a. They are sharing their perspective with me. It will add valuable insight for me to evolve or inspire innovation in others.
 - b. This is their perspective, which may be based on fact or intuition.
 - c. It is my choice how I choose to emotionally respond to the information.
 - d. I must remind myself why this relationship and information is important.
 - e. I must remind myself what I will gain by listening.
4. I will acknowledge and appreciate the feedback.
5. I will communicate on next steps that I, or we, will take to move forward.

Habits that Limit Evolution and Innovation	Shift To	Habits that Attract Evolution and Innovation
Cannot or will not say, “I do not know.” Until I say, “I do not know,” I do not create an opening to receive new information or a new idea.		I am willing and able to say “I do not know” when I really or “kind of” do not know.
Forgetting that I, like everyone else, has blind spots. No one person can see all possible consequences or outcomes. When we forget this, we limit our evolution.		I am aware that I have blind spots and I seek diverse viewpoints of those I respect to fill in the gaps.
Wanting to be clear about everything all of the time. There will be moments of confusion or lack of clarity. Insisting on constant clarity can stall growth and innovation.		I am open to the confusion that exists within environments of change. I choose to accept and not avoid environments that are not crystal clear.
Closing off curiosity and questions. Questions about what I do not know can produce more new ideas than statements about what I know. Stopping others to inquire or ask questions will perpetuate more of the same.		I encourage others to ask questions that may challenge the norm. I see questions as progress, not as an obstacle to action. I will take action, even if all questions have not been answered.
Being attached to the novelty of new ideas. Never letting a good idea take root by rushing from new idea to new idea without getting the full value of any idea.		I stick with a new idea long enough to evaluate its value. I recognize that obstacles will appear as the idea is executed.

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Not giving permission to be taught. I create roadblocks or limit authority for others to teach me.		I choose my teachers and I give them the authority to teach me in the domain of their expertise.
Already knowing how and what I need to change. Innovating is rarely a solo act. Insisting that I know what I need will cut me off from the valuable ideas of others.		I grant my teachers permission to help me understand, identify and suggest how to address my development gaps. I acknowledge that what worked in the past may not work today as conditions change.
Believing I cannot change, I am not good at change, or I am not creative.		I am capable of evolving, and I am uniquely creative. I share my creative ideas openly.
Confusing having an opinion or an explanation with knowing the answer. If I insist my opinion or explanation is the solution, the incentive to seek or receive new solutions becomes mute.		I recognize that my explanation may be powerful, but is not the only explanation. I look for the explanation that gives the most leverage to progress.
Not respecting emotions in the innovative process. Change will produce positive and negative emotional reactions in others and myself. Not acknowledging, recognizing or ignoring these emotions will slow or derail the evolution or innovation process.		I acknowledge and respect that emotional reactions that arise during times of change are natural and often spontaneous. I do not ignore them. I seek to understand their source. I am respectful of the humanness of myself and of my colleagues.
Confusing having new information with being able to take new action. Allowing little or no time for reflection. Constant action usually perpetuates the same action. Innovation often requires gaining perspective, which often comes from reflection.		I allow time for reflection to step back from the action, and I encourage others to do the same.