

WeMentor Intranovation Compass

A Professional Assessment Tool

By Nancy Meyer, M.A.

Entrenovation Mentor | Podcaster | Author | Meditation and Yoga Integrator

WeMentor.com

Introduction

The *WeMentor Intranovation Compass* is a professional self-assessment and guided reflection tool designed to help intrapreneurs—*intranovators* (in-tra-no-va-tors)—develop the self-leadership, creativity, and resilience required to build meaningful innovative systems inside enterprises.

There are twenty evidence-based behaviors across four behavioral stages: Inner Foundation, Collaborative Mind, Adaptive Leader, and Systems Builder. This compass complements the WeMentor Entrenovation Compass to cultivate clarity, courage, and compassionate leadership in business creation. I suggest taking both assessments.

I created this compass in 2005, so it is grounded in decades of mentoring practice and builds on research that started with Gifford Pinchot III, who coined the phrase “Intrapreneuring” in 1985.

This updated tool supports you in:

- Assessing your current strengths,
- Identifying your growth edges, and
- Designing a clear, intentional ninety-day development plan.

Conscious Entrenovation is the deliberate fusion of entrepreneurship and innovation—the continual evolution of self-leadership in the process of creating value in the world through business ownership. Without the entrenovator, innovation has no economic outlet.

Conscious Intranovation is the deliberate fusion of intrapreneurship and innovation—the continual evolution of self-leadership in the process of creating value within existing systems. Without the intranovator, innovation within companies wouldn't exist.

Preface

This compass is exactly what its title suggests: a guide, a learning journey, and an assessment all in one. It aims to help you uncover the intranovative behaviors that already reside within you—and to spotlight those you can nurture and amplify over time.

Approach this journey with curiosity, openness, and wonder.

There are no right or wrong answers.

Only insights that support:

- Deeper self-awareness.
- Grounded leadership.
- Sharper, more intentional decision-making.

Directions

Read each behavior statement carefully.

Rate yourself using the scale below:

5 = Highly confident you can do the behavior naturally.

3 = Moderately confident; you do it inconsistently.

1 = Not confident; this is not yet a strength.

Add your totals for each subcategory.

Add up the category totals to reveal your overall score.

Use the Scoring Interpretation and Integration Framework provided at the end to determine your current stage and next steps.

Be honest. Your clarity is your compass.

Part I – Inner Foundation

Cultivating Self-Leadership, Awareness, and Emotional Mastery

Your inner foundation determines the integrity of your enterprise. Conscious leaders foster open dialogue, are disciplined and self-aware, practice relational literacy, and are grounded in resilience-based practices. The following characteristics form the core of intranovative leadership: the ability to lead yourself while evolving to lead others inside an organization.

Rating Scale:

5 = Highly confident.

3 = Moderately confident.

1 = Not confident.

1. Dedicated, Determined, and Disciplined

Dedication, determination, and discipline are the engines of transformation.

Behavior Statement	Rating (1, 3, or 5)
I dedicate thought, apply action, and manifest my highest vision and objectives.	_____
I am resolute, unwavering, and committed to doing whatever it takes, ethically and persistently, to organize people and resources to see a novel idea through implementation.	_____
I maintain discipline even when challenges arise.	_____

2. Perseverance and Resilience

Resilience transforms setbacks into stepping stones toward mastery.

Behavior Statement	Rating (1, 3, or 5)
I persist even when obstacles loom or when uncertainty looms.	_____
I recover without defining myself by them.	_____
I adapt and continue learning through the turbulence of growth.	_____

3. Conscious Intranovator and Mentor

Leads with awareness. Acts with integrity. Models the way for others through collaboration.

Behavior Statement

Rating (1, 3, or 5)

- I maintain emotional steadiness and clarity in times of stress. _____
- I am mindful of how my values sculpt my leadership and steer my decisions. _____
- I treat myself with compassion rather than harsh self-criticism. _____
- I nurture my personal, professional, and spiritual well-being. _____
- I inspire others, guiding them with purpose toward meaningful goals. _____
- I resolve conflicts with mutual understanding, empathy, and respect. _____
- I model authenticity in my leadership behavior. _____

4. Emotionally Competent

Emotional competence is the invisible infrastructure of leadership.

Behavior Statement

Rating (1, 3, or 5)

- I manage disruptive emotions and impulses effectively. _____
- I act with integrity; my words and actions align. _____
- I am dependable and responsible. _____
- I bring optimism into change and uncertainty. _____
- I remain open to novel ideas and creative possibilities. _____

5. Physically and Spiritually Grounded

Self-care anchors endurance and insight.

Behavior Statement

Rating (1, 3, or 5)

- I maintain physical habits that sustain my health and stamina. _____
- I nourish my body through balanced nutrition, movement, and rest. _____
- I engage in spiritual or reflective practices that balance me. _____

Part I – Inner Foundation Subtotals

1. Dedicated, Determined, and Disciplined	Subtotal (Max. 15)	_____
2. Perseverance and Resilience	Subtotal (Max. 15)	_____
3. Conscious Intranovative Leader and Mentor	Subtotal (Max. 35)	_____
4. Emotionally Competent	Subtotal (Max. 25)	_____
5. <u>Physically and Spiritually Grounded</u>	Subtotal (Max. 15)	_____
Part I Total (Max. 105)		_____

Part II – Collaborative Mind

Harnessing Imagination, Curiosity in Collaboration, and Vision to Bring Ideas to Life

Creativity and collaboration are the heartbeat of intranovation. The Collaborative Mind is where imagination meets discipline; where curiosity fuels courage, and where ideas are nurtured into form. Intranovators master the art of translating inspiration into structure—giving inner vision a tangible home in an organization.

This section gauges how you seize opportunity, ignite creative thinking, envision possibilities, and harness internal drive to propel ad hoc teams across the innovation finish line.

Rating Scale:

5 = Highly confident.

3 = Moderately confident.

1 = Not confident.

6. Recognize Patterns in Opportunities

Innovation emerges from the ability of the intranovator to see what others overlook.

Behavior Statement	Rating (1, 3, or 5)
I see connections across ideas, trends, and systems.	_____
I make sense of multiple signals to anticipate emerging opportunities.	_____
I align my ideas with shifts in the organization and position ideas to shape the future.	_____
I trust my intuitive insight when sensing shifts in markets or organizational culture.	_____

7. Ability to Influence Others and Build Strong Teams

A collaborator brings the invisible into form—turning vision into shared experiences.

Behavior Statement	Rating (1, 3, or 5)
I use effective expression (observations, thoughts, feelings, and needs) and empathy to build trust and stay focused on solutions.	_____
I reduce stress and friction by helping others adapt to change.	_____
I relate to my mistakes and others with curiosity, compassion, and nonjudgment.	_____
I balance power by sharing it with others through collaborative strategies.	_____
I practice behaviors that nurture connections with others, like being 100% responsible for my actions and the energy I bring into an environment.	_____

8. Curious, Innovative, and Creative

Curiosity keeps imagination alive; innovation turns learning into value.

Behavior Statement	Rating (1, 3, or 5)
I approach challenges with curiosity, seeking new perspectives and fresh solutions.	_____
I use my imagination and intuition to develop original ideas and advance them within an organization.	_____
I experiment boldly and am comfortable refining ideas through trial and error.	_____
I consider myself a lifelong learner who applies knowledge creatively.	_____

9. Proactive Problem Solver

Anticipation prepares leaders to take initiative, plan ahead, and lead with foresight and calm determination.

Behavior Statement	Rating (1, 3, or 5)
I anticipate problems before they escalate and take the initiative to create solutions.	_____
I reduce stress and friction by helping others adapt to change and anticipate problems instead of reacting to them.	_____
I communicate clearly. My body language is congruent with my words.	_____
I lead with foresight and a calm demeanor.	_____

10. Motivated to Excel | Internal Drive

True drive arises from within—the quiet fire that sustains disciplined action long after excitement fades.

Behavior Statement	Rating (1, 3, or 5)
My internal drive to excel energizes others and sustains momentum even during uncertainty.	_____
I sustain focus on long-term goals even amid distractions, delays, or slow progress.	_____
I am willing to invest time, resources, and collaborative efforts to bring my ideas to life.	_____
I channel curiosity and ambition through service—creating value for others while my team and I evolve.	_____

I find meaning and energy in continuous learning, collaborating with others, and self-mastery. _____

Part II – Creator’s Mind Subtotals

6. Recognize Patterns in Opportunities	Subtotal (Max. 15)	_____
7. Ability to Influence Others and Build Strong Teams	Subtotal (Max. 25)	_____
8. Curious, Innovative, and Creative	Subtotal (Max. 20)	_____
9. Proactive Problem Solver	Subtotal (Max. 20)	_____
10. <u>Motivated to Excel Internal Drive</u>	Subtotal (Max. 25)	_____

Part II Total (Max. 105) _____

Part III – Adaptive Leader

Responding to Change with Awareness, Agility, and Trust

Every idea eventually meets the friction of reality. The intranovator who once shaped vision from imagination must now navigate through uncertainty with unwavering steadiness. Adaptability becomes the quiet strength that sustains creativity and collaboration amidst change. Where the Collaborative Mind inspires, the Adaptive Leader recalibrates—transforming inspiration into resilience.

Rating Scale:

- 5 = Highly confident.
- 3 = Moderately confident.
- 1 = Not confident.

11. Tolerant of Risk, Ambiguity, and Uncertainty

Growth requires stepping into the unknown with presence and preparation.

Behavior Statement	Rating (1, 3, or 5)
I take calculated risks that move my venture forward, even with uncertain outcomes.	_____
I remain composed in the face of ambiguity, change, or unpredictability.	_____
I make timely decisions even when information is incomplete.	_____
I plan strategically to manage risk and cushion potential losses.	_____

12. Initiator

Initiators don't wait for permission; they create momentum.

Behavior Statement	Rating (1, 3, or 5)
I take decisive action to bring new ideas to be tested, refined, or advanced.	_____
I actively create opportunities to attract clients, partners, and collaborators.	_____
I take charge of unclear or stalled situations and redirect them toward progress.	_____
I see possibilities in problems and act constructively to turn ideas into results.	_____
I continue taking risky steps forward even when discomfort or uncertainty arises.	_____

13. Calculated Risk Taker

Risk is a design element, not a gamble.

Behavior Statement	Rating (1, 3, or 5)
I weigh options and implications before acting.	_____
I make sound financial decisions based on both data and intuitive judgment.	_____
I prepare financially for expansion, lean cycles, and unexpected events.	_____
I handle resources (including others' money) responsibly.	_____
I treat experimentation as a learning process that improves future outcomes.	_____

14. Intuitive and Flexible

Intuition is the inner compass that guides logic; flexibility lets that compass move freely.

Behavior Statement	Rating (1, 3, or 5)
I trust intuitive insights when making meaningful decisions.	_____
I shift direction gracefully when circumstances signal a change.	_____
I view challenges as opportunities rather than obstacles.	_____
I combine intuition and analysis when leading myself and others.	_____

15. Agility to Adapt

Agility turns disruption into opportunity — adjusting direction without losing purpose.

Behavior Statement	Rating (1, 3, or 5)
I respond constructively when plans change or challenges arise.	_____
I adapt quickly to external factors, like the markets, as they evolve.	_____

I welcome feedback and integrate useful ideas to refine goals. _____
 I foster a workplace or team environment where change is not feared but encouraged. _____

Part III – Adaptive Leader Subtotals

11. Tolerant of Risk, Ambiguity, and Uncertainty	Subtotal (Max. 20)	_____
12. Initiator	Subtotal (Max. 25)	_____
13. Calculated Risk Taker	Subtotal (Max. 25)	_____
14. Intuitive and Flexible	Subtotal (Max. 20)	_____
15. <u>Agility to Adapt</u>	Subtotal (Max. 20)	_____

Part III Total (Max. 110) _____

Part IV – Systems Builder

Sees the organization as a living ecosystem ready for transformation.

While developing inner capacity, collaborative discipline, and adaptive leadership, the intranovator turns inward to build systems that generate lasting value. The system builder embodies the bridge between creativity and execution. It measures how you align ideas, people, purpose, resources, and structures to support operations while creating something new within an established business.

Rating Scale:

- 5 = Highly confident.
- 3 = Moderately confident.
- 1 = Not confident.

16. Creator or Internal Builder’s Mentality

A builder brings the invisible into form—turning vision into shared experiences.

Behavior Statement

Rating (1, 3, or 5)

I feel most alive when implementing new ideas and bringing concepts to life in an established structure. _____

When a concept proves unworkable, I pivot quickly and extract lessons from the experience. _____

I leverage organizational systems and resources to generate long-term value and positive impact. _____

I move from ideation to execution with clarity and follow-through. _____

17. Financially Astute

Financial awareness sustains every creative vision.

I understand key financial statements (profit/loss, cash flow, balance sheet). _____

I can create projections and plan for long-term sustainability. _____

I manage cash flow intentionally and with steadiness on projects. _____

I hold regular money meetings to review, recalibrate, and stay aligned with my values and our team’s goals. _____

I seek guidance when needed and make informed investment decisions. _____

18. Committed to Ethical Growth and Sustainability

Growth without stewardship is instability; sustainability without growth is stagnation.

Behavior Statement	Rating (1, 3, or 5)
I balance innovation with responsible resource management.	_____
I attune business practices to my values and desired impact.	_____
I define success in terms of meaning, contribution, and financial stability.	_____
I refine systems and structures to support long-term well-being.	_____

19. Strategic Integrator

The nervous system in an organization transforms big ideas into coherent action.

Behavior Statement	Rating (1, 3, or 5)
I transform big ideas into coherent action plans.	_____
I align daily actions with a long-term goal.	_____
I unify people and processes toward the common goals we achieve.	_____

I see an organization as a living ecosystem; responsive, interconnected, and enriched by thoughtful improvements I want to make. _____

20. Collaborative Execution

Intranovators grow by growing others.

Behavior Statement	Rating (1, 3, or 5)
I integrate people and processes together with empathy and inclusivity.	_____
I cultivate a collaborative culture of shared purpose, disciplined people, disciplined thought, dialogue, and accountability with team members.	_____
I transform creative vision into structured action while fostering shared ownership.	_____
I celebrate collective progress and openly acknowledge contributions and meaningful milestones in goal achievement.	_____

Part IV – Systems Builder Subtotals

16. Creator or Internal Builder’s Mentality	Subtotal (Max. 20)	_____
17. Financially Astute	Subtotal (Max. 25)	_____
18. Committed to Ethical Stewardship	Subtotal (Max. 30)	_____
19. Strategic Integrator	Subtotal (Max. 20)	_____
20. <u>Collaborative Execution</u>	Subtotal (Max. 20)	_____
Part IV Total (Max. 115)		_____

Total Score Summary

Section	Max. Points	Your Score
Part I – Inner Foundation	110	_____
Part II – Creator’s Mind	105	_____
Part III – Adaptive Leader	90	_____
Part IV – Enterprise Builder	115	_____
Overall Appraisal Score	420	_____

Scoring Interpretation and Integration Framework

What Conscious Intranovation Means

Conscious Intranovation is the deliberate fusion of intrapreneurship and innovation—the continual evolution of self-leadership in the process of creating value within existing systems. Without the intranovator, innovation in established organizations wouldn't exist.

How to Interpret Your Score

1. Add the subtotals for each Part (I–IV).
2. Sum the sections to get your Overall Compass score out of 420.
3. Convert your overall score to a percentage: $\text{Percent} = \frac{\text{Your Total}}{420} \times 100$
4. Locate your *Behavioral Stage* and follow the next steps.

WeMentor Intranovation Compass

420-point Reference

Behavior Stage: Foundations First

84–188
20 – 44%

Description: Awakening Awareness

You are unearthing your innate ability to innovate from within. Curiosity ignites, yet the path ahead may seem shrouded in mist.

Next Moves: Concentrate on self-awareness and emotional steadiness—anchor one foundational habit. Observe how your thoughts shape your behaviors. Partner with a mentor or peer to stay accountable for your next set of goals. Begin following intranovators on social media platforms or explore articles and books to spark your interest in intranovation.

Behavior Stage: Collaborative Explorer

189–286
45%–67%

Description: Cultivating Competence

You are starting to weave your ideas together through collaboration and communication. Yet, you might pause when faced with visibility, risk, or consistency.

Next Moves: Practice small collaborative experiments. Seek opportunities to contribute to innovation teams. Hold regular money and project review meetings to strengthen confidence and discipline.

Behavior Stage: Emerging Intranovator

287–369
68–87%

Description: Integrating Capacity

You are learning to align inner clarity with external impact. You can navigate change, sway others, and transform ideas into meaningful initiatives.

Next Moves: Lead a project that improves internal processes or morale. Document lessons learned. Develop mentorship skills. Strengthen your ability to recognize patterns and adapt.

Behavior Stage: Intranovator in Flow

370–420
88–100%

Description: Embodying Intranovation

You lead consciously and collaboratively. Innovation isn't just an act; it's a mindset. You craft systems that nurture both people and progress. Keep generating value, keep collaborating, and keep breathing life into new ideas.

Next Moves: Mentor others. Forge cross-functional teams. Champion ethical innovation and inclusivity. Fortify resilience practices to sustain enduring leadership. Cultivate a culture of innovation to spark experimentation and launch new ideas with disciplined visionaries.

Interpreting Your Profile

Look not only at your overall score, but at patterns of behavior such as calculated risk-taking, the ability to influence others and build strong teams, an obsession with opportunities, and an internal builder's mentality are complementary behaviors. The combination increases the likelihood that you are an intranovator in flow, tinkering with ideas within an organization. You might be working on an innovation project.

- Highest-scoring domains indicate current strengths, your base of power.
- Lowest-scoring domains identify leverage points—small changes that could unlock a capacity to build upon behaviors.

Perhaps you don't see business opportunities everywhere, but you resonate with the other intranovative behaviors. You are a proactive problem solver driven to excel, and you recognize patterns that others might overlook.

Conversely, if you're not an initiator, you are unlikely to spark any groundbreaking project. Yet you can cultivate this trait by diving into low-risk activities. I've created mentor-guided reflections for each of the four behavior stages. These reflections are tools—use them to fortify or acquire intranovative behaviors. With your score in hand, channel your focus to enhance any or all of the four stages by creating a 90-day growth plan.

Mentor-Guided Reflections

A Reflective Practice for Conscious Intranovators

Each domain deepens a dimension of conscious leadership. Use the reflections to pause, to inquire, and to integrate. The questions are crafted to evoke insight, not self-judgment. They invite new ways of seeing, leading, becoming.

Inner Foundation

Focus Area: Self-Leadership, Emotional Awareness, and Resilience

Your inner foundation is the anchor for everything you build and create. Conscious intranovators cultivate self-discipline, nurture presence, and foster emotional steadiness. These practices fortify integrity, enabling you to lead with clarity through the tides of change.

To Strengthen:

- Establish one foundational habit (sleep, reflection, or movement) before layering on more.
- Track your progress over ninety days to reinforce self-accountability.
- When challenges arise, replace self-criticism with compassionate inquiry.

Reflection Questions:

1. Which daily practices restore my focus and help me lead with steadiness?
2. How do my emotions inform, or distort, my decision-making when I'm under pressure?
3. What does emotional mastery look and feel like in my leadership journey?
4. Where am I still reacting from fear, from fatigue, instead of grounded awareness?
5. In what ways could consistent self-care enhance my creative and leadership capacity?

Integration Insight: The steadier my inner world, the stronger my impact in the outer one.

Collaborative Mind

Focus Area: Curiosity, Communication, and Collective Creativity

The collaborative mind transforms individual inspiration into collective innovation. It thrives on curiosity, empathy, and the audacity to co-create through difference.

To Strengthen:

- Practice “listening to understand” before you respond.
- Start a new conversation each day that opens a window for a fresh perspective.
- Use curiosity to dissolve tension, deepen trust, and transform relationships.

Reflection Questions:

1. How can I enhance the quality of connection in my collaborations?
2. When did someone's idea last stretch, challenge, and transform my own thinking?
3. How do I balance advocating for my vision while also creating space for others' voices?
4. What assumptions could I let go of to nurture more authentic teamwork?

5. How can I engage in dialogue as a creative act rather than merely a performance?

Integration Insight: Collaboration is not compromise; it is the alchemy of shared imagination.

Adaptive Leader

Focus Area: Agility, Courage, and Decision-Making Under Uncertainty

Adaptive leadership is the art of remaining centered as the world shifts around you. Intranovators who master agility transform uncertainty into opportunity, fear into focus, chaos into clarity.

To Strengthen:

- Reframe risk as a journey of learning and see uncertainty as a canvas of potential.
- Reflect weekly on a moment when you stood tall, embraced discomfort, and acted with courage.
- Create a decision-making checklist that harmonizes intuition with data.

Reflection Questions:

1. What does courage look like in my current work or leadership context?
2. How do I typically respond when faced with uncertain outcomes?
3. In which situations am I invited to practice trust in myself and in others?
4. How can I balance boldness with discernment when taking risks?
5. What recent change invited me to grow, even if it felt uncomfortable?

Integration Insight: Adaptability isn't mere reaction; it's the art of navigating steady, deliberate movement.

Systems Builder

Focus Area: Strategic Integration, Ethical Stewardship, and Sustainable Growth

Systems builders are bridge-makers. They align ideas, people, and processes into coherent systems that serve both purpose and performance. Their leadership expands beyond individual contributions, fostering a generative impact.

To Strengthen:

- Identify how my role contributes to the long-term well-being of the organization.
- Align innovation with values, with purpose, with measurable sustainability goals.
- Hold quarterly reflection sessions to assess progress, ponder ethics, and evaluate system impact.

Reflection Questions:

1. How does my current work align with the enduring vitality of my organization?
 - a. How am I adding value to the organization, to my co-workers, and to my life?
2. Where am I called to simplify, to streamline, to sculpt systems into clarity?
3. What ethical principles guide my evolution and leadership?
4. How can I unify purpose, people, and processes in the initiatives that I lead?
5. What legacy or ripple effect do I hope my work will create over time?

Integration Insight: Systems thrive when crafted with both wisdom and foresight, where integrity converges with innovation.

Mentor-Guided Closing Reflection

- What one behavior, honed and fortified, could transform everything in the coming quarter?
- Where does my avoidance dwell — in money, in rejection, in focus? And what is the smallest, bravest step I can take this week?
- How will I measure learning, not just outcomes? (What did we test, what did we see, what will we do next?)
- Who will I mentor as I grow, so that entrenovation flourishes beyond me?

Completion Statement

Congratulations! You achieved it.

You have completed the *WeMentor Intranovation Compass*, a mirror for self-leadership and a map for conscious intranovation. Use it as both a compass and a companion on your path of continual creation, reflection, and integration.

This assessment is not an endpoint but a compass for your map. Return to it as you evolve. Let your insights guide self-leadership, enterprise innovation, and human development.