

VIPE - Cortex Team Strengths Assessment Scorecard

Unlock the secrets of your VIPE Assessment with this captivating scorecard!

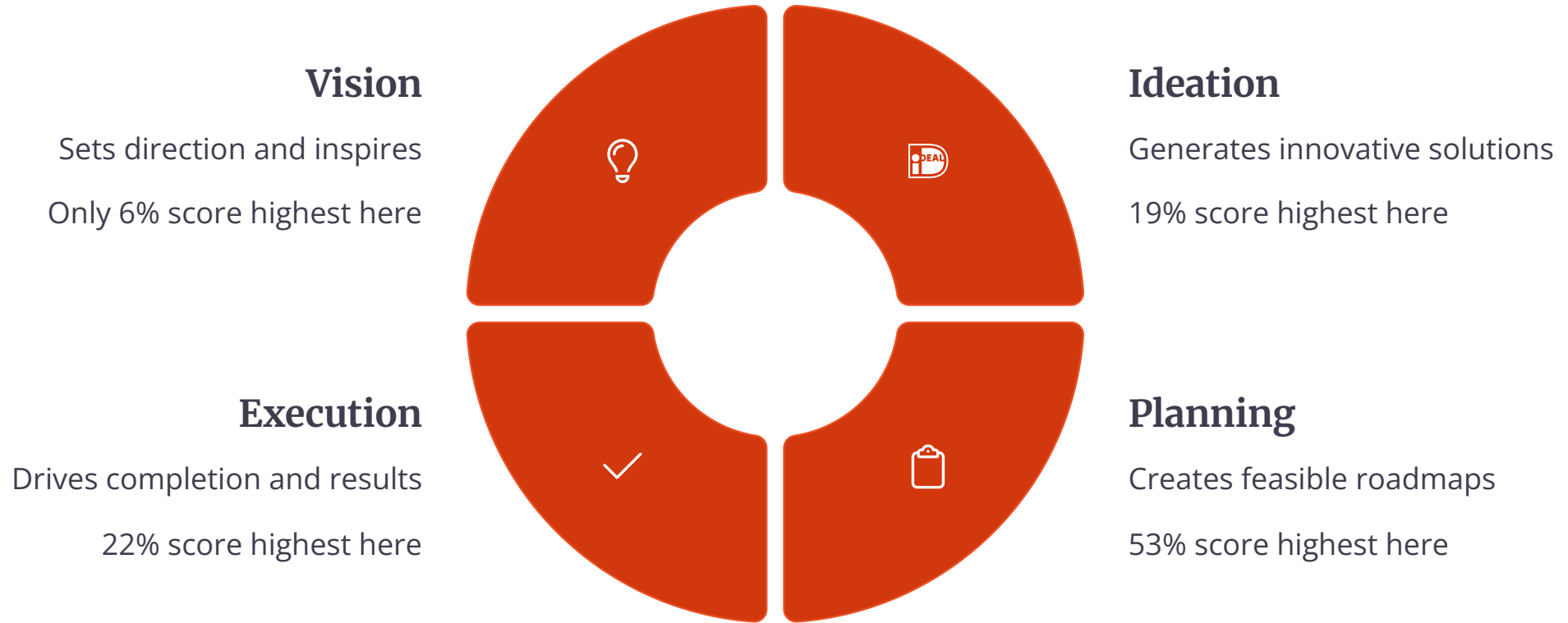
Dive deep into the powerful realms of **Vision**, **Ideation**, **Planning**, and **Execution** - the key drivers behind your problem-solving prowess and project management style.

But did you know that **58% of leaders and team members actively avoid idea generation**? Shocking, right? The study by Cortex Leadership Consulting found that those with a knack for ideation are often **ostracized** by their peers. This stifling of new perspectives and solutions leads to a **stagnation of progress** - the death knell for any organization seeking a competitive edge.

Even worse, when a leader is a natural at ideation, their team can develop a **learned helplessness**, expecting their boss to generate all the ideas while they merely execute the plan. Yikes!

Understanding your VIPE preferences and those of your team is the first step to **unlocking innovation** and **overcoming these common pitfalls**. Get ready to transform the way you approach problem-solving and project management!

VIPE Strengths in Team Dynamics



Understanding how these four strengths interact within your team can help you leverage complementary skills and address potential gaps. The national score rankings show that Planning is the most common primary strength, while Vision is the rarest.

Leveraging Your VIPE Results

Recognize Your Strengths

Understand your natural tendencies and how they contribute to team success. Lean into your strengths while being mindful of potential blind spots.

Identify Complementary Partners

Based on your highest score, seek out team members with complementary strengths to create a balanced approach to projects and initiatives.

Address Blind Spots

Use the reflective questions to develop awareness of your potential blind spots and create strategies to mitigate their impact.

Develop Growth Areas

While focusing on your strengths, also work to develop capabilities in your lower-scoring areas to become a more well-rounded leader.

The VIPE Assessment is designed not just to identify your strengths, but to help you leverage them effectively within a team context. By understanding how Vision, Ideation, Planning, and Execution work together, you can contribute more effectively to your organization's success.

Vision

Definition: You focus on the future and connect the dots to help others see what's possible.



Strategic Thinking

NATURAL DISC STYLE

ALIGNMENT: Dominance (D) – Strategic, bold, often comfortable with risk.



Leadership Strength

Creates direction, sets strategic priorities, inspires forward momentum.



Blind Spot

May overlook current constraints, get frustrated with resistance, or move too fast.



Collaborative Needs

Who You Need to Work With: Planners and Executors who will evaluate feasibility and carry out the plan.

National Score Ranking:

Only 6% of participants score highest in Vision.

Reflective Questions:

- Am I clearly articulating the 'why' behind our goals?
- Do I allow space for others to influence the direction?
- What current constraints am I not fully accounting for?

Ideation

Definition: You generate original ideas, disrupt stale systems, and bring energy to innovation.



DISC Style Alignment

Influence (I) – Creative, expressive, enjoys open discussion.



Leadership Strength

Sparks innovation, thinks outside the box, excites others around possibilities.



Blind Spot

Can overwhelm with ideas or neglect follow-through.



Collaborative Needs

Who You Need to Work With: Planners who bring structure and Executers who get it done.

National Score Ranking:

19% of participants score highest in Ideation.

Reflective Questions:

- Are my ideas grounded in the team's reality?
- Do I pause to ask if now is the right time to introduce change?
- How do I ensure that others feel invited to co-create with me?

Planning

You evaluate what's feasible, align resources, and create realistic plans.



Planning Strengths

Leadership Strength: Builds well-paced, sustainable paths to execution with thoughtful, reliable focus on practical solutions.



DISC Style: Steadiness (S)

Builds well-paced, sustainable paths to execution with thoughtful, reliable focus on practical solutions.



Collaborative Needs

Who You Need to Work With:
Visionaries and Ideators to help stretch thinking and
Execution specialists to act on plans.



Potential Blind Spots

May over-plan or resist rapid pivots when circumstances change.

National Score Ranking:

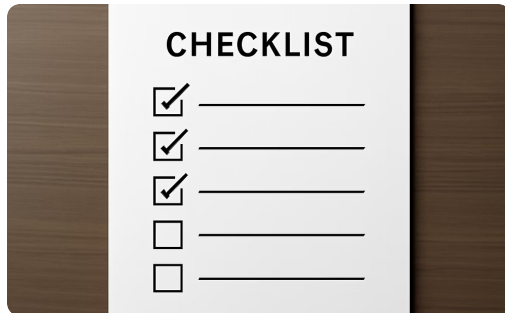
53% of participants score highest in Planning.

Reflective Questions:

- Am I too focused on perfection over progress?
- How can I collaborate earlier in the process with others?
- Do I leave room for feedback and iteration?

Execution

Definition: You drive initiatives forward, stay focused on deliverables, and take pride in completion.



Results-Driven Approach

Leadership Strength: Gets results, moves projects to completion, ensures standards are met.



DISC Style: Compliance (C)

Disciplined, quality-driven, thorough approach to completing tasks and meeting objectives.



Collaborative Needs

Who You Need to Work With: Visionaries to set the direction and Planners to define the 'how'.



Growth Opportunities

Blind Spot: May skip strategy or neglect collaboration.

National Score Ranking:

22% of participants score highest in Execution.

Reflective Questions

- Am I aligned with the bigger picture before taking action?
- Do I check in with stakeholders before moving forward?
- Am I rushing when I need to reflect or adapt?

DISC Style Alignment with VIPE

VIPE Strength	DISC Style	Key Characteristics
Vision	Dominance (D)	Strategic, bold, comfortable with risk
Ideation	Influence (I)	Creative, expressive, enjoys open discussion
Planning	Steadiness (S)	Thoughtful, reliable, focused on practical solutions
Execution	Compliance (C)	Disciplined, quality-driven, thorough

The Cortex Team Strengths: VIPE Assessment aligns with the well-established DISC personality assessment framework. Understanding this connection can help you recognize how your natural behavioral tendencies influence your leadership strengths and working style.