

Laura-Maija Hero

InnoCards

CardTrick workshop



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Reference: Hero, Laura-Maija (2019). Learning to develop innovations. Individual competence, multidisciplinary activity systems and student experience. *Annales universitatis Turkuensis*, 475, University of Turku, Finland. Available for download: <http://urn.fi/URN:ISBN:978-951-29-7612-6>

InnoCards – CardTrick workshops

Innovation processes are good learning platforms. Many personal qualities, skills, knowledge and attitudes develop in innovation processes. Innovation competence consists of a big amount of competencies. Not everything needs to be found from one person as innovations emerge and develop best in multidisciplinary teams and networks. A dream team knows how to take all its knowledge and all skills effectively into use!

InnoCards allows a new team to make visible and evaluate skills and development needs in the team at different stages of the project. InnoCards are based on research on personal innovation competencies (Hero, 2019; see figure 1).



Figure 1. This InnoCompetenceFlower brings together the contents of the cards in one figure.

CARDTRICK WORKSHOP IDEA

With InnoCards, your multidisciplinary team can make their skills and competence development visible.

InnoCards are used at the beginning, middle and end of the innovation processes.

Conversations can be filmed. The camcorder or cell phone circulates in the team: a person that isn't talking at the moment records what is said. The videos can be collected, for example, in an electronic team portfolio or otherwise delivered as a study assignment.



USING INNOCARDS

InnoCards are used to develop a common understanding, to identify one's own and the group's strengths during the process.

The cards are divided into colors according to the main categories. The goal for the user is to get cards of as many colours as possible among their strengths during the learning process.

The group is instructed to pay attention to and discuss the strengths of others in addition to their own qualities, weaknesses, areas of development as well as those competencies that have developed.



Using InnoCards in the beginning

Each team member chooses 5 cards, which describe his or her strengths. Everyone tells about the cards they have chosen. This way the team finds out what they are capable of innovating together.

In the second round, everyone chooses 5 cards that describe their weaknesses. Everyone in turn tells about these.

- What expertise do you have in your team in total?
- What are the strengths and weaknesses of your team?
- Where else do you need to develop together, what skills might be acquired?

Use of InnoCards during the innovation process

Each team member chooses 5 cards that describe where the user has developed him- or herself. Everyone takes a turn to tell about the cards they have chosen.

In the second round, everyone chooses 5 cards that describe the things where he or she should or would like to develop. Everyone takes a turn to tell about the cards they have chosen.

- How has your team competence developed?
- What competencies still need to be developed in your team?

Use of InnoCards in the final stage

Each team member chooses 5 cards that describe where he or she has developed. Everyone takes a turn to tell about the cards they have chosen.

In the second round, everyone chooses 5 cards that describe the things he or she should still develop further. Everyone takes a turn to tell about these cards.

- Have you learned to identify strengths and weaknesses?
- How about your own development?
- How has your team developed?
- What more needs to be developed actively?

Now, print the cards in colour and double-sided! Cut them out and start using in multidisciplinary innovation projects! One team needs one card pack.



I am able to be flexible to ensure good collaboration.

FLEXIBILITY

I am capable of shifting my approach if team work so requires.

FLEXIBILITY

I know how to use humor wisely to make collaboration more pleasant.

FLEXIBILITY

I am able to engage myself to the task if the situation so requires.

MOTIVATION AND ENGAGEMENT

Personal characteristics



Personal characteristics



Personal characteristics



Personal characteristics



I am capable of finding motivation if needed even if the task is not very motivating.

MOTIVATION AND ENGAGEMENT

I'm capable of acting ambitiously to achieve something big.

ACHIEVEMENT ORIENTATION

I am able to take initiative, I don't usually need to be pushed to take action.

ACHIEVEMENT ORIENTATION

I am able to help my team achieve its goals.

ACHIEVEMENT ORIENTATION

Personal characteristics



Personal characteristics



Personal characteristics



Personal characteristics



**I am able to
get constantly
excited about learning
something new.**

ACHIEVEMENT ORIENTATION

**I can work actively
to add value
to my team
to achieve our goals.**

ACHIEVEMENT ORIENTATION

**I am confident
in my ability to cope in
difficult situations.**

SELF-ESTEEM

**I am usually able to
control myself
in conflicts.**

SELF-MANAGEMENT

Personal characteristics



Personal characteristics



Personal characteristics



Personal characteristics



I am able to concentrate and focus on the task at hand.

SELF-MANAGEMENT

I am capable of working persistently to reach even a difficult goal.

SELF-MANAGEMENT

I am able to perform well under pressure.

SELF-MANAGEMENT

I am able to take responsibility for my own actions.

RESPONSIBILITY

Personal characteristics



Personal characteristics



Personal characteristics



Personal characteristics



I know how to make sustainable choices.

RESPONSIBILITY

I am able to imagine many possible future scenarios.

FUTURE THINKING

I am able to plan for the future.

FUTURE THINKING

I am capable of being alert to new opportunities.

ALERTNESS TO NEW OPPORTUNITIES

Future orientation



Future orientation



Future orientation



Future orientation



I am capable of recognizing signals that anticipate change.

**ALERTNESS TO
NEW OPPORTUNITIES**

I am able to remain open to new experiences.

**ALERTNESS TO
NEW OPPORTUNITIES**

I am able to utilize my curiosity.

**ALERTNESS TO
NEW OPPORTUNITIES**

I am able to act proactively, people do not have to ask me to do my share.

**ALERTNESS TO
NEW OPPORTUNITIES**

Future orientation



Future orientation



Future orientation



Future orientation



**I am able to
cope with uncertain
situations.**

**ALERTNESS TO
NEW OPPORTUNITIES**

**I am willing to
accept risks
that come with
new opportunities.**

**ALERTNESS TO
NEW OPPORTUNITIES**

**I am able to
easily adapt to
change.**

**ALERTNESS TO
NEW OPPORTUNITIES**

**I am able to
utilize my creativity.**

CREATIVITY SKILLS

Future orientation



Future orientation



Creative thinking skills



Future orientation



**I am capable of
presenting
original ideas.**

CREATIVITY SKILLS

**I am usually able to
use my imagination
to find new solutions.**

CREATIVITY SKILLS

**I am able to
generate new ideas
easily.**

CREATIVITY SKILLS

**I am able to
generate solutions
to problems easily.**

CREATIVITY SKILLS

Creative thinking skills



Creative thinking skills



Creative thinking skills



Creative thinking skills



**I have the courage
to do things
also differently
from others.**

CREATIVITY SKILLS

**I am able to
actively suggest
new practical
solutions to solve
problems.**

CREATIVITY SKILLS

**I am able to
learn new things
by myself.**

COGNITIVE SKILLS

**I am able to
acquire
new knowledge
easily.**

COGNITIVE SKILLS

Creative thinking skills



Creative thinking skills



Creative thinking skills



Creative thinking skills



**I am able to
integrate
knowledge from
different sources.**

COGNITIVE SKILLS

**I am able to
think critically.**

COGNITIVE SKILLS

**I am able to
question
my own views.**

COGNITIVE SKILLS

**I am able to
question
the views of others.**

COGNITIVE SKILLS

Creative thinking skills



Creative thinking skills



Creative thinking skills



Creative thinking skills



**I am able to act
in good co-operation
with other people.**

COLLABORATION SKILLS

**I am able to
work productively
with others.**

COLLABORATION SKILLS

**I am able to
promote successful
teamwork.**

COLLABORATION SKILLS

**I am able to
create a confidential
atmosphere
through
conversation.**

COLLABORATION SKILLS

Social skills



Social skills



Social skills



Social skills



**I am able to
take into account
the views and
opinions of others.**

COLLABORATION SKILLS

**I know how to be
sensitive to what
motivates others.**

COLLABORATION SKILLS

**I am able to
adapt my behavior
to promote successful
collaboration.**

COLLABORATION SKILLS

**I am capable of acting
as an influencer
in different
networks.**

COLLABORATION SKILLS

Social skills



Social skills



Social skills



Social skills



**I am able to
resolve conflicts
to achieve
a common goal.**

COLLABORATION SKILLS

**I am able to
motivate others
to strive for
personal excellence.**

COLLABORATION SKILLS

**I am able to
build a trustful
atmosphere.**

COLLABORATION SKILLS

**I am able to
direct others on
using the skills
they have.**

COLLABORATION SKILLS

Social skills



Social skills



Social skills



Social skills



**I can create
new partnerships.**

NETWORKING SKILLS

**I am able to
establish
fruitful cooperation
with people
from different fields.**

NETWORKING SKILLS

**I am capable of
giving a clear
oral presentation.**

COMMUNICATION SKILLS

**I am able to
communicate clearly
in writing.**

COMMUNICATION SKILLS

Social skills



Social skills



Social skills



Social skills



**I am able to
express myself
clearly.**

COMMUNICATION SKILLS

**I know how to
write a report.**

COMMUNICATION SKILLS

**I know how to
write a meeting
memo.**

COMMUNICATION SKILLS

**I know how to
write a project plan.**

COMMUNICATION SKILLS

Social skills



Social skills



Social skills



Social skills



**I am able to
express myself
well in a foreign
language.**

COMMUNICATION SKILLS

**I know how to
negotiate to ensure
the best possible
result for all parties.**

COMMUNICATION SKILLS

**I am able to
listen actively to
other people.**

COMMUNICATION SKILLS

**I am capable of
sharing information
efficiently.**

COMMUNICATION SKILLS

Social skills



Social skills



Social skills



Social skills



**I am able to
develop practical
new solutions
together
with other people.**

PROCESS MANAGEMENT SKILLS

**I am able to
manage a project.**

PROCESS MANAGEMENT SKILLS

**I am able to
make a project plan.**

PROCESS MANAGEMENT SKILLS

**I am able to
use my time
efficiently.**

PROCESS MANAGEMENT SKILLS

Development project management skills



Development project management skills



Development project management skills



Development project management skills



I am able to develop practical solutions based on research.

PROCESS MANAGEMENT SKILLS

I am able to make well-grounded decisions.

LEADERSHIP SKILLS

I am capable of leading a team.

LEADERSHIP SKILLS

I am able to concretize an idea using a computer.

TECHNICAL SKILLS

Development project management skills



Development project management skills



Development project management skills



Development project management skills



**I am able to learn
new technological
applications
independently.**

TECHNICAL SKILLS

I have good IT skills.

TECHNICAL SKILLS

**I can use the Internet
for effective
information retrieval.**

TECHNICAL SKILLS

**I am able to
apply the knowledge
of my own field
in practice.**

CONTENT KNOWLEDGE

Development project management skills



Development project management skills



Content knowledge



Development project management skills



**I am able to
apply in practise
the knowledge
of disciplines
other than my own.**

CONTENT KNOWLEDGE

**I know how to design
practical items
from abstract ideas.**

MAKING SKILLS

**I know how to make
a working prototype.**

MAKING SKILLS

**I know how to make
a functional product
by hand.**

MAKING SKILLS

Concretization and implementation planning skills



Content knowledge



Concretization and implementation planning skills



Concretization and implementation planning skills



**I have
crafting skills
required for making
a new concrete
product.**

MAKING SKILLS

**I know how to use
my sense of beauty in
the realization of
a quality product.**

MAKING SKILLS

**I know how
to turn an idea
into a product.**

**PRODUCTIZATION
PLANNING SKILLS**

**I know how to make
a marketing plan.**

**MARKETING,
SALES AND ENTREPRENEURSHIP
PLANNING SKILLS**

Concretization and implementation planning skills



Concretization and implementation planning skills



Concretization and implementation planning skills



Concretization and implementation planning skills



**I know how
to make a sales plan
for a product.**

**MARKETING,
SALES AND ENTREPRENEURSHIP
PLANNING SKILLS**

**I can plan
the utilization
a new product.**

**MARKETING,
SALES AND ENTREPRENEURSHIP
PLANNING SKILLS**

**I am able to evaluate
the threats and
opportunities
associated with
entrepreneurship.**

**MARKETING,
SALES AND ENTREPRENEURSHIP
PLANNING SKILLS**

Concretization and implementation planning skills



Concretization and implementation planning skills



Concretization and implementation planning skills



**Development
and improvement
has been made**



**Area that needs
to be developed
(Weaknesses)**



Strengths



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