



INCEPTION  
NETWORK AUSTRALIA

# SPECIALIST BADGES

EXPERT SKILLS RECOGNITION  
FOR SMALL BUSINESS

*14 skills across 3 categories.*

*For extensive practical experience, big-picture understanding, and an eye for relevant detail. They refine patterns, concepts, and principles, deciding which principles are applicable in unfamiliar situations.*

[inception.net.au/badges](http://inception.net.au/badges)



# Specialist

## Inception Skills Badges



While generalists may have expertise across Action, Personal, and Thinking skill areas, specialists tend to focus on individual skills in one of the three skill areas to improve performance in their preferred work roles.

For this purpose, expert badges are issued individually, for two reasons:

- Expertise across all 14 skills is unlikely to increase persons earning capacity. The competitive nature can be seen as a barrier to forming effective collaborations, requiring an unsustainable amount of individual effort long-term
- The order in which the expertise badges are gained is more likely to be seen by recruiters of talent as an indicator of work preferences and suitability for specialist roles, providing a higher return on the skills development investment.



### Critical thinking

Addresses complex problems involving multiple variables; Understanding of context to recognize anomalies and subtle deviations from normal expectations, focusing attention on critical issues and variables; Routinely reframes problem definitions identifying a root cause.



### Creativity

Plays with possibilities as an integral part of work life; Articulates and challenges the values, beliefs, and assumptions; routinely reframes and redefines problems and generates new ideas, adapting, combining, and redesigning for own purposes; Applies systematic thinking techniques to make new connections.



### Adaptation

Responsibility for defining key aspects of workloads focusing beyond immediate tasks; Monitors workload, adjusting or renegotiating priorities and plans; Attention to work-life demands and priorities, recognising warning signs, flexible to changing circumstances, managing the assumptions and expectations.



### Innovative

Takes responsibility for high-impact decisions in complex situations involving many variables and constraints; Pays close attention to the involvement of others in the decision-making process, judging when and where to make a unilateral decision, consult with others or collaborate to reach a consensus.

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### Initiative

Approaches decision making in diverse ways, and that 'it all depends', including own values and principles, the needs, power, values, beliefs and assumptions of stakeholders; Makes rapid decisions when required, gathers own information and seek feedback and specialist expertise as required to consider ethical implications.



### Learning

Critical importance of the ongoing exploration of new ideas, actively focuses on things normally taken for granted; Explores and incubates ideas, radical departures from the current situation; Creativity and innovation are accepted deliberately looks for the potential in ideas proposed by others



### Cultural Awareness

Strategies to store, access and organise information; design choices will influence what information is retrieved, and how it may be interpreted and used; access and organise complex data and analyse multiple sources of information for strategic purposes.



### Ethics

Uses a combination of analysis and intuition to decide whether an idea is worth developing further/implementing; Defines benefits, costs, risks and feasibility; addresses the issues that impact on adoption of innovation, ensuring the value of the new approach.



### Empathy

Develops strategic implications that involve a diverse range of stakeholders with potentially competing demands; critical importance of clarifying, focusing and aligning goals and expectations; Uses a mix of intuitive and formal processes developing the operational detail in stages; utilises existing structures and systems; Focuses on most important, delegating to others to gain new perspectives.

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### Digital Technologies

Actively identifies systems to meet current and/or future needs; Considers the strategic and operational potential of digital trends; Experiments with the possibilities of new systems, conducting a more sophisticated analysis of benefits, costs and risk, principles, concepts, language and practices associated with the digital world.



### Communication

Actively identifies, creates, and utilises linkages to enhance knowledge sharing and idea creation; sophisticated understanding of expectations, social protocols and online etiquette, intuitively selecting channel, content, and tone; sharing of information, development of ideas using multiple social contexts tailoring strategies; Maintains an effective online profile.



### Collaboration

Recognising that 'it all depends', intuitively hone in on the problem area; invests time in defining problems, using a variety of techniques, formal analytical and lateral thinking; seeks advice from other experts extending insights and understanding, intended and unintended consequences Reflects on the potential implications for future situations.



### Problem Solving

Positive and negative implications of new technologies with increased transparency, the permanency of records, location, collaboration, interests, accountability; Pays close attention to the nature of connections, evaluating associated benefits and risks; understanding, monitoring and controlling access to digital information.



### Customer Focus

Monitors outcomes of decisions, identifying key concepts and principles that may be adaptable to future situations, extending insights and understanding to cause and effect; reflects on the application of key principles, and appropriateness and effectiveness of different sources of information in problem-solving processes.

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