

How Innovative Are You?

One of the characteristics of innovative organizations spotlighted by Jeff Dyer, Hal Gregersen, and Clayton Christensen in *The Innovator's DNA* (2011) is a commitment to hiring innovative people. As a result, we'd like to ask you a few questions to gain insight into your ability to innovate. Please be prepared to share your answers during your upcoming interview.

1. **Tell me about a lesson you have tinkered with over the years.** What did that lesson originally look like? What changes have you made to it over time? How did those changes impact your students? Your peers? Which changes were the most successful? Which changes failed miserably? What did you learn—about teaching, learning, your students, and yourself—from those instructional successes or failures?
2. **How do you learn?** Are you constantly reading? Constantly writing? Constantly practicing? More importantly, who are the most interesting people you currently learn with? How did you meet them? How do you connect with them? What have they taught you? What have you taught them?
3. **What well-established professional practice are you skeptical about?** What is it about this practice that leaves you doubting? Can you give tangible examples of places where this practice has let you—or your students—down?
4. **What is the most interesting idea you've learned outside of education?** What is it about that idea that captures your imagination? Can you find any connections between that idea and your work in schools? Can that idea change the work that you are doing with your students, colleagues, or peers?
5. **Tell me about a profession that you are curious about.** What is it about that profession that captures your imagination? Why would working in that field leave you energized? How does that profession compare—positively or negatively—to education?