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# TWINSTAR CREDIT UNION

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## IMAGINATION LAB PROGRAM APPLICATION

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### **DEMOGRAPHIC INFORMATION**

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_ Dept. /Branch: \_\_\_\_\_

Phone number: \_\_\_\_\_ E-mail: \_\_\_\_\_

How long have you been in this position? \_\_\_\_\_

How long have you been with TwinStar? \_\_\_\_\_

Supervisor: \_\_\_\_\_

### **APPLICATION CHECKLIST**

- ☐ I have read and signed the Statement of Personal Commitment and believe that I can meet all of the qualifications.
- ☐ I have read and signed the Imagination Lab Theory of Change, Vision, and Objectives document.
- ☐ I have enclosed my responses to the Questions for Imagination Lab Applicants.
- ☐ I have enclosed my completed Grit Test.
- ☐ If selected as a candidate, I am willing to commit to a two-year cycle.
- ☐ Once you submit your application, you will receive a link from HR to complete the Wonderlic Assessment.

### **DISCLAIMERS**

- ☐ I understand that participation in the Imagination Lab Program is no guarantee of promotion.

### **SIGNATURE**

\_\_\_\_\_  
**Applicant Signature**

## STATEMENT OF PERSONAL COMMITMENT

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As a TwinStar Imagination Lab team member, I am committed to:

**Being part of a team.** I will support my team and TwinStar Credit Union both publicly and privately. This means I will share the workload, pitch in when I can help, be flexible, give my gifts, feel free to challenge others, and take no offense when I, myself, am challenged.

**Open and honest communication.** I will always communicate, pass on any knowledge that I uncover, and share best practices with interested parties inside and outside the Imagination Lab program. To spark positive change for TwinStar members, there can be no secrets, lies, or half-truths.

**Being considerate.** I am working with the best of the best at TwinStar, and will treat them accordingly. This means I will respect my teammates, become the best listener I can possibly be, and show patience and understanding at all costs. I am willing to adapt to change, and open to changing my mind.

**Seeking progress.** I want to improve people's lives through TwinStar, and know to accomplish that goal I must drive change. I will ask tough questions. I will think differently. I will seek improvements to as many existing processes, products, services, and business models possible, and create new ones when necessary.

**Proving, not guessing.** I am committed to testing my ideas and reporting on the results. My hypotheses will not always be proven, but they will always be tested.

**Having fun.** Solving problems for members and TwinStar brings me joy. I realize that successful completion of the TwinStar Imagination Lab Program is hard work and serious business, but must also be fun. I will find the fun in every situation.

Enthusiastically,

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**Applicant Signature**

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## TWINSTAR IMAGINATION LAB

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### Imagination Lab Theory of Change

*If TwinStar can provide the right people with the right resources, we can improve our members' lives and position TwinStar as an industry leader.*

### Imagination Lab Vision

*Transform member's financial lives through innovation.*

*Imagine → Create → Implement*

### Objectives of the Imagination Lab

To create products, services, processes, and business models that:

- Reduce expenses/increase revenue
- Improve/streamline processes
- Improve workplace culture
- Leverage existing technology
- Increase/enhance brand awareness
- Enhance member loyalty

Make Imagination Lab members even better by:

- Enhancing/developing innovation competency
- Improving ability to seek insights, ideate, test and iterate
- Building collaboration, critical thinking, and presentation skills
- Developing focus on "DO"

Make TwinStar even better by:

- Failing, so the organization doesn't have to
- Thinking differently
- Talking less, and doing more
- Questioning everything
- Solving pressing problems
- Encouraging others to create with us
- Serving as an innovation sandbox
- Developing leaders of the future

If accepted to the TwinStar Imagination Lab program the above Vision and Objectives will be my professional goals for the two-year term.

I get it. By signing below, I want that for the system too.

## QUESTIONS FOR INNOVATION TEAM APPLICANTS

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***PLEASE PROVIDE SUCCINCT ANSWERS TO THE FOLLOWING QUESTIONS.***

1. In 250 words or less, tell us about a time you created something new either personally or professionally?
2. Please describe one idea you have to improve TwinStar either in an income generating, expense reducing or process improvement way.

## GRIT TEST

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***Directions for taking the Grit Scale: Please respond to the following 12 items. Be honest – there are no right or wrong answers!***

1. I have overcome setbacks to conquer an important challenge.
  - ☐ Very much like me
  - ☐ Mostly like me
  - ☐ Somewhat like me
  - ☐ Not much like me
  - ☐ Not like me at all
2. New ideas and projects sometimes distract me from previous ones.
  - ☐ Very much like me
  - ☐ Mostly like me
  - ☐ Somewhat like me
  - ☐ Not much like me
  - ☐ Not like me at all
3. My interests change from year to year.
  - ☐ Very much like me
  - ☐ Mostly like me
  - ☐ Somewhat like me
  - ☐ Not much like me
  - ☐ Not like me at all
4. Setbacks don't discourage me.
  - ☐ Very much like me
  - ☐ Mostly like me
  - ☐ Somewhat like me
  - ☐ Not much like me
  - ☐ Not like me at all
5. I have been obsessed with a certain idea or project for a short time but later lost interest.
  - ☐ Very much like me
  - ☐ Mostly like me
  - ☐ Somewhat like me
  - ☐ Not much like me
  - ☐ Not like me at all
6. I am a hard worker.
  - ☐ Very much like me
  - ☐ Mostly like me
  - ☐ Somewhat like me
  - ☐ Not much like me
  - ☐ Not like me at all

7. I often set a goal but later choose to pursue a different one.

- ☐ Very much like me
- ☐ Mostly like me
- ☐ Somewhat like me
- ☐ Not much like me
- ☐ Not like me at all

8. I have difficulty maintaining my focus on projects that take more than a few months to complete.

- ☐ Very much like me
- ☐ Mostly like me
- ☐ Somewhat like me
- ☐ Not much like me
- ☐ Not like me at all

9. I finish whatever I begin.

- ☐ Very much like me
- ☐ Mostly like me
- ☐ Somewhat like me
- ☐ Not much like me
- ☐ Not like me at all

10. I have achieved a goal that took years of work.

- ☐ Very much like me
- ☐ Mostly like me
- ☐ Somewhat like me
- ☐ Not much like me
- ☐ Not like me at all

11. I become interested in new pursuits every few months.

- ☐ Very much like me
- ☐ Mostly like me
- ☐ Somewhat like me
- ☐ Not much like me
- ☐ Not like me at all

12. I am diligent.

- ☐ Very much like me
- ☐ Mostly like me
- ☐ Somewhat like me
- ☐ Not much like me
- ☐ Not like me at all