

*The Innovation Flower is a tool that helps members of a multidisciplinary team to get to know each other and to make their skills and development potential visible. At the beginning of a project, it is a good idea to give teams time to get to know each other and to make their competences and development potential visible. In the middle and final stages of the project, the flower can be used for a joint dialogue-based assessment of the development of the team's competences.*

**Reflection question for the early stages of the project: what are the strengths of our team?**

What are the overall competencies of our team? How do our individual skills complement each other? What are our team's strengths?

**Reflection question for the early stages of the project: what kind of development needs do we have as a team?**

What are our team's weaknesses or what might we be missing? Where do we want to improve and what new skills do we want to acquire? Why do we think this is important and how can we develop and learn these things?

**A reflection question for the middle stages of the project: How will our team evolve during the project?**

How will our skills and strengths develop during the project? What we have learnt during the project?

**Reflection question for the end of the project: what changes do we notice in our skills after the end of the project?**

Did we learn to identify our own weaknesses, strengths and skills development during our project work? How have our competences developed during the project? Where do we still need to improve?

**What should we do next and who should do what? Why? How can we use our skills to do this?**

Who will do what in our group to continue our project by incorporating the lessons learned from our reflection on the innovation flower? What do we know now that we didn't know before? What do we not yet know and how can we fill this knowledge gap? What should we do next?