

The "Five-Abilities Model": A New Theory of Entrepreneur Innovation, Entrepreneurship, and Skill Development

Yongli Xu

Professor, School of Economics, Hebei University
Baoding, Hebei 071000, China

Abstract

Innovation and entrepreneurship are a necessary process for the growth of entrepreneurs. Based on "vision ability," "balance ability," "problem-solving ability," "emotional control ability," and "construction ability," this article constructs a "five abilities" model for modern innovation and entrepreneurship talent cultivation. It enhances the comprehensive quality of talents from knowledge, skills, emotions, and mentality, enhances social adaptability and market competitiveness, and provides theoretical support for the development of innovation and entrepreneurship.

Keywords: "Five-Abilities Model," Innovation and Entrepreneurship, Training Model

1.0 The Basis for Constructing the "Five-Abilities Model"

1.1. Practical Needs

With the continuous innovation and breakthroughs in modern information technology, new products, new business forms, and new technologies are constantly emerging, completely breaking the traditional constraints of time and space. This has greatly promoted the dissemination, integration, and updating of knowledge, driven consumption upgrades, and transformed production methods. Countries around the world have generally entered a new development stage of accelerating the adjustment and optimization of economic structures and transforming growth modes.

The emergence of the new economy and the adjustments in economic transformation provide opportunities for entrepreneurs to innovate and start businesses, while also posing new requirements for entrepreneurs. In the era of globalization and informatization, a notable feature is the increasing prominence of industry development based on the individual intelligence of entrepreneurs. Opportunities for personal innovation and entrepreneurship are more widespread, job flexibility for entrepreneurs has increased, and innovation and personalization have become key factors in market competition. Meanwhile, the speed of technological iteration is accelerating, and market competition is becoming increasingly fierce. Future entrepreneurs must face more complex business environments, which also demand higher social adaptability and market responsiveness from entrepreneurs. Therefore, only by adapting to the new situations, changes, and demands of modern economic, technological, and social development can innovation and entrepreneurial activities become more competitive and growth-oriented.

1.2 Theoretical Foundation

Domestic and international scholars have conducted extensive research on the theory of

cultivating innovative and entrepreneurial talents. The "Triple Helix" interaction theory emphasizes the close cooperation and interaction among the government, industry, and academia in the innovation process, while each party maintains its independent identity in a spiral interaction relationship (Etzkowitz & Zhou, 2017). Yale University professor Robert J. Sternberg's (1997) theory of successful intelligence posits that successful intelligence is an organic whole comprising three main components: analytical intelligence, creative intelligence, and practical intelligence. Only when these three parts are coordinated and balanced can they be most effective. Management expert Peter Drucker (2006) further pointed out that entrepreneurs creating new enterprises should meet four requirements: first, focus on the market and be market-centered; second, have financial foresight and plan for cash flow and future capital needs; third, establish a management team early; fourth, the founder should clarify their role in the enterprise and their relationships with others.

In today's society, an increasing number of entrepreneurs, politicians, and educators emphasize the need for core competencies to achieve success. The Organisation for Economic Co-operation and Development (OECD, 1997) launched the "Definition and Selection of Competencies: Theoretical and Conceptual Foundations" (DeSeCo) project, which provided a systematic explanation of the core competency framework. It identified three dimensions of core competencies: (1) the ability to use tools interactively, (2) the ability to interact effectively in heterogeneous groups, and (3) the ability to act autonomously.

Overall, existing literature generally emphasizes what knowledge innovative entrepreneurs should acquire from the perspective of external knowledge input and how to improve their ability to apply knowledge. It also focuses on the psychological qualities required for social survival. However, how to make innovative entrepreneurs develop internally and externally, integrating psychological and knowledge skills to form a comprehensive competitive advantage and better adapt to the needs of modern social development still requires further research. This is also the issue that the construction of the "Five-Abilities Model" theory needs to focus on expanding.

2.0 The Components of the "Five-Abilities Model"

In summary, the core qualities that innovative entrepreneurs should possess are composed of three levels: First, mindset, which guarantees the effectiveness of knowledge and abilities. The way of thinking and mindset are the abilities to adapt to society and determine whether one can survive effectively. Second, knowledge, which forms the basic condition for the growth of innovation and entrepreneurship and determines whether one can survive well in society. Third, ability, which is the comprehensive capacity to acquire, apply, and create knowledge, and can enhance social competitiveness and elevate the level of social survival.

These three levels progress sequentially. Innovative entrepreneurs need to not only establish a good professional mindset but also acquire the necessary knowledge and skills to form social adaptability and competitiveness. They should be able to adapt well to the social work environment, leverage personal competitive potential, and truly establish themselves in the fierce market competition. Therefore, following the principles of combining internal and external qualities and balancing multiple dimensions, the "Five-Abilities Model" is constructed for the cultivation of modern innovative entrepreneurs, based on "vision ability," "construction ability," "problem-solving ability," "balance ability," and "emotional control ability"(Figure 1), finding a balance between individual functions and social functions.

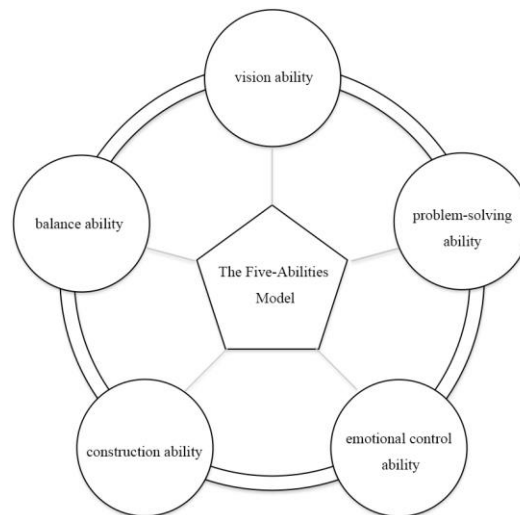


Fig. 1: The "Five-Abilities Model" for Cultivating Innovative and Entrepreneurial Talents

(1) **Vision Ability:** This is the ability to set and manage goals, including personal ideals, life plans, and career plans. It is demonstrated through abilities in evaluation, planning design, and evaluation correction. Vision ability is a crucial foundation for innovative entrepreneurs, enabling them to engage in employment and entrepreneurship in the future and to achieve their life goals.

(2) **Balance Ability:** This refers to the ability to adapt and coordinate in practical work, encompassing professional skills, social skills, and organizational skills. Knowledge and skills provide the material foundation for employment, while social skills and organizational coordination abilities help in effectively allocating various resources and maximizing the system's overall function to achieve goals. For innovative entrepreneurs, completing innovation and employment activities requires organizing and coordinating various parties by means of communication, persuasion, resource allocation, and honor distribution to ultimately achieve innovation objectives.

(3) **Problem-Solving Ability:** This refers to the execution ability and problem-solving skills during the implementation process of innovation and entrepreneurship. For existing goals, it involves breaking down processes, controlling standards, and ensuring execution. During execution, various problems may arise that need to be identified, refined, and assessed promptly. Depending on the type of problem, existing experience, knowledge, and methods should be selected and mobilized to design solutions. For complex issues, it involves creatively combining existing methods or even proposing new methods to solve them.

(4) **Emotional Control Ability:** This refers to the ability to restrain one's emotions and professional mindset, including stability of mindset, emotional self-control, and emotional relief ability. It involves making quick judgments about one's behavior, performing rational assessments or psychological corrections, and achieving emotional control over one's psychology and behavior through emotional self-control. This helps to avoid loss of emotional self-control, irrational behavior, and deviation from goals.

(5) **Construction Ability:** This refers to the ability to learn, question, and create. Learning ability involves acquiring and mastering knowledge, methods, and experiences. This includes

collecting, reading, writing, understanding, expressing, memorizing, and using various knowledge carriers, as well as communicating, learning from, and borrowing from social groups. It also includes attitudes and habits related to learning cognition. The effective organization formed through learning ability enables one to recognize, adapt to, and actively influence the environment. Therefore, for entrepreneurs, their competitive advantage lies in the ability to learn more and faster than their competitors. The ability to question is the starting point of innovation, manifested in the critical and selective absorption and acceptance of learned knowledge and experiences. It involves having independent opinions, discerning the valuable from the worthless, and distinguishing the true from the false. Creative ability is the core of innovation capability, involving the ability to propose new concepts, methods, theories, tools, and solutions.

3.0 The Mechanisms of the "Five-Abilities Model"

The "Five-Abilities Model" emphasizes the multidimensional cultivation of entrepreneurs' internal and external aspects, leading to a comprehensive enhancement of overall qualities such as knowledge, skills, emotions, and mindset. This effectively forms two capabilities: social adaptability and market competitiveness (Figure 2). Emotional control ability and balance ability can improve professional mindset and social adaptability, while vision ability, problem-solving ability, and construction ability can enhance overall competitiveness. Under the promotion of the "Five-Abilities," two forces are formed within and outside the individual. This enables entrepreneurs to fully adapt to changes in the social environment, survive and thrive in social work, and achieve good career development in complex market competition. It also improves innovation and entrepreneurial performance in future practical work, meeting the needs of modern social development and the market environment.

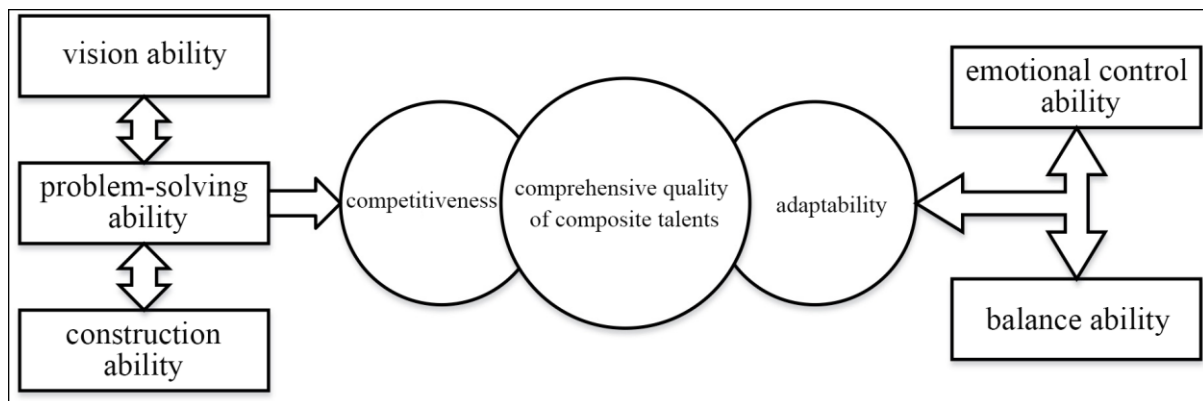


Fig. 2: The Mechanism of the "Five-Abilities Model"

Further analysis shows that according to the two dimensions of market competitiveness and social adaptability, four quadrants can be formed (Figure 3), corresponding to different "Five Abilities" and representing different talent models. These four types are composite, skilled, survival, and inactive talents. Among them, only composite talents possess high market competitiveness and high social adaptability, making them the most needed innovative and entrepreneurial talents for future social development.

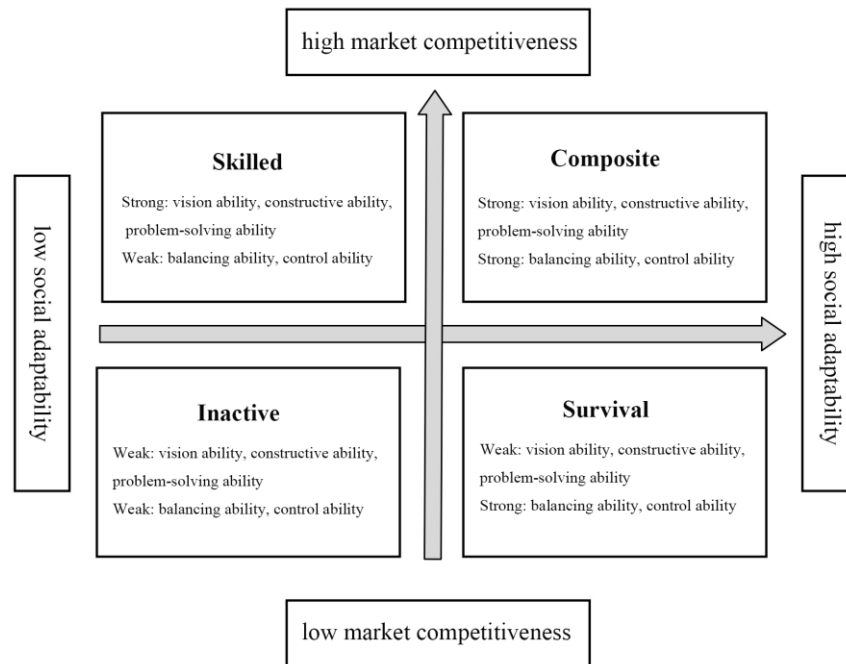


Fig. 3: The "Five-Abilities Model" Talent Cultivation Combination Model

4.0 The Practical Pathways of the "Five-Abilities Model"

The cultivation of innovative entrepreneurs needs to follow the framework of the "Five-Abilities Model" to build a multidimensional, modular training system.

(1) Professional Knowledge Module: From the perspective of economic and social development trends, new knowledge, new technologies, new processes, new business forms, and new methods are constantly emerging. It is necessary to supplement the latest knowledge courses to ensure that innovative entrepreneurs fully understand and master the latest knowledge and its applications.

(2) Job Skills Module: Composed of three parts: communication skills, operational skills, and innovation skills. Communication skills are basic job skills and essential general abilities for entrepreneurs, including social etiquette, communication, and interpersonal skills and knowledge. Operational skills refer to professional skills designed for specific job positions. According to the course categories and practical needs, several job project tasks are designed, with specialized textbooks created to guide entrepreneurs in completing various internship operations better. Innovation skills involve cultivating innovative thinking and expanding creative abilities, including the four stages of questioning, critiquing, reconstructing, and creating. Corresponding courses are set up to enhance innovation awareness, master innovative methods, and improve innovation skills.

(3) Behavior Management Module: This module mainly includes four aspects: first, system management, which includes basic enterprise management systems and employee behavior guidelines. Second, plan management, which includes goal management and time management. Third, execution management, which includes execution ability and closed-loop management. Fourth, customer relationship management. A behavior management handbook should be compiled, and necessary cases should be designed to improve entrepreneurs' ability to control their professional development.

(4) Professional Ethics Module: This module includes a sense of responsibility, quality awareness, service awareness, team awareness, and professional standards. It helps entrepreneurs understand workplace requirements, cultivate good professional ethics, establish professional awareness and entrepreneurial concepts, regulate professional behavior, and improve professional quality.

(5) Psychological and Emotional Management Module: This module mainly includes three aspects: mental health, emotional control and guidance, and crisis management methods. It involves training entrepreneurs in emotional cognition, restraint, and adjustment capabilities, fostering a good mindset. This helps entrepreneurs calmly face various difficulties and setbacks in the process of innovation and entrepreneurship, engaging in career development with a positive attitude.

Acknowledgements

Humanities and Social Science Research Project of Hebei Education (JCZX2023007).

References

- Drucker, P. F. (2006). *Innovation and entrepreneurship*. New York: Harper Business.
- Etzkowitz, H., & Zhou, C. (2017). *The triple helix: University–industry–government innovation and entrepreneurship* (2nd ed). New York: Routledge.
- Sternberg, R. J. (1997). *Successful intelligence*. New York: Plume.