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The following things can either enable or inhibit innovation. Please indicate whether you agree or disagree with the following statements. *Your Answers should be given on a scale of 1-5, where 1=Strongly Disagree; 5=Strongly Agree.* At the bottom of each section you have the option to provide any additional thoughts, observations or recommendations.

**1. Innovation Intent**

* ***Innovation Definition***– My organization has a clear definition of “innovation”
* ***Innovation Strategies*** – My organization focuses on different types of innovation such as products, services, business models, and business processes.
* ***Customer-Focused Innovation***– My organization has specifically outlined what we should be doing to positively improve our customers’ lives.

**Comments:**

**2. Leadership**

* ***Leadership Engagement*** – Leadership is directly involved in shaping my organization’s innovation strategies.
* ***Leadership Commitment***– Leadership “walks the talk” of innovation through role modeling and sponsoring specific innovation initiatives and projects.
* ***Innovation Stories*** *–* Leadership consistently shares stories about employees, teams, and departments that demonstrate superior innovation-focused values, behaviors and results.

**Comments:**

**3. Structure and Processes**

* ***Organizational Structure*** – My organization has set-up a formal structure to oversee innovation including investments in external opportunities and building internal innovation capabilities.
* ***Partnerships***– My organization engages external partners and resources in order to tap into new capabilities focused on driving innovation.
* ***Innovation Process***– My organization has a model and approach that provides guidance around the process steps for innovation.
* ***Innovation Tools*** – My organization has a set of innovation tools across each step of the innovation process (from “front end” opportunity identification through the implementation of new ideas).

**Comments:**

**4. People**

* ***Recruitment & Selection*** – My organization recruits and hires employees who bring a diverse set of innovation-related mindsets and skillsets.
* ***Talent Development*** – My organization has formal programs designed to develop employee competencies for innovation, including strategic thinking skills, idea generation, idea prioritization, collaboration, and implementation.

**Comments:**

**5. Rewards and Recognition**

* ***Rewards*** – My organization rewards innovation efforts through formal programs, incentives or awards.
* ***Recognition***– Leaders and managers in my organization publicly recognize employees or teams for their innovation accomplishments.

**Comments:**

**6. Innovation Metrics**

* ***Innovation Metrics*** – My organization sets innovation-related goals that are supported by specific measures (e.g., X% of revenues will come from new products introduced in the last two years).
* ***Functional Metrics*** – The different functions in my organization have established their own individual success metrics related to innovation (however they may define innovation for themselves).

**Comments:**

**7. Enabling Technology**

* ***Innovation Process Management***– My organization has technology tools for collecting, managing, and developing ideas across the organization.
* ***External Collaboration***– My organization uses technology in ways that bring outside knowledge, resources, or partners into the innovation process.
* ***Innovation Toolbox*** *–* My organization provides employees and teams with access to a toolbox of models and templates that they can use to help them become more innovative.

**Comments:**