Organizational Innovation Assessment

Instructions: Read each statement and place a check mark next to the description that best describes your perspective of how your agency does in each of the areas. Then add up the number of checks in each column and multiply the number of checks in each column. For example, if you placed 2 checks in the strongly agree column, the total will be 4 times 2 for a Grand Total of 8.

Leadership and Strategy	Strongly Agree	Agree	Disagree	Strongly disagree
We make financial investment in innovation				
Our vision and mission includes innovation				
Our leaders take risks				
Our strategic direction includes innovation				
Our employees are empowered to innovate				
Total (total each column)	4x	3x	2x	1x
Grand Total =				

Knowledge management	Strongly Agree	Agree	Disagree	Strongly disagree
We collaborate with customers and suppliers				
We share knowledge internally and externally				
We orient new employees well with knowledge they need				
We document our knowledge				
We learn from failure				
Total (total each column)	4x	3x	2x	1x
Grand Total =				

Processes and systems	Strongly Agree	Agree	Disagree	Strongly disagree
We have a defined innovation system and process				
We generate many opportunities and solutions to our challenges				
We have a process for continuously improving services				
We make our new services user-friendly				
We have fast cycle times for work/projects				
Total (total each column)	4x	3x	2x	1x
Grand Total =				

People involvement	Strongly Agree	Agree	Disagree	Strongly disagree
People know their innovation aptitude				
We develop innovative competencies				
We have communities of innovation				
People are free to explore				
We have a balance of creators, connectors, developers, and doers				
Total (total each column)	4x	3x	2x	1x
Grand Total =				

Culture	Strongly Agree	Agree	Disagree	Strongly disagree
We are not afraid to fail				
We recruit people who are innovative				
We manage a "loose-tight" culture (employees have independence, yet accountability)				
We are an agile organization				
Innovative behavior is recognized and rewarded				
Total (total each column)	4x	3x	2x	1x
Grand Total =				

Results	Strongly Agree	Agree	Disagree	Strongly disagree
We measure learning				
We measure cycle time of work/projects				
We measure the impact of our innovative efforts.				
We do not need to have recalls or "services fixes"				
We win awards for innovation				
Total (total each column)	4x	3x	2x	1x
Grand Total =				