# Innovation Potential Metric

## An Organizational Assessment Tool

| STATEMENT | Individual | Interpersonal | Institutional |
|---|---|---|---|
| **1. We can take risks in the course of our work.** | | We are able to able to identify, quantify and qualify a risk<br><br>Ideas are evaluated not just on what the company stands to lose if it is pursued but what it could lose by not doing so | There is low bureaucratic red tape for doing something new<br><br>We have a managed process of idea generation that rewards risk taking and effectively harvests entrepreneurial ideas |
| **2. We actively seek to disrupt ourselves.** | I demonstrate boldness in striving for ambitious goals rather than settling for the safety of achievable results<br><br>I look for new ways to create value and put forward my own ideas with confidence | We are often inspired by ideas external to our team and organization | The organization strives to do away with the old while it is still successful in order to build what is new<br><br>Success is not celebrated as final but regarded as a step on the road to more creative failures |
| **3. Trial and error is preferred over traditional planning which assumes you can predict the future.** | I continuously look for ways to improve processes, products and services | We plan for contingencies and are ready with alternative strategies | There is very little emphasis in this organization on doing things the way we have always done them<br><br>Processes and procedures are flexible |
| **4. Learning from failure is formally supported.** | I actively look for failures of all sizes to try to understand them | | The organization acknowledge not all failures are created equally and is clear about what failures are blameworthy and what are praiseworthy<br><br>There are formal processes for analyzing failures that seek to understand underlying causes and avoid blame<br><br>There are formal mechanisms for sharing learning<br><br>The organization consistently makes changes based on learnings from past failures |

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| **5. Our leadership is involved in and enthusiastic about innovative work.** | My innovative work is important and linked to overall organizational strategic priorities<br><br>My manager is enthusiastic about my project<br><br>I have the freedom to decide what projects I do and how I'm am going to do them<br><br>My work is challenging and brings out the best in me | | Innovation has a dedicated senior executive role and is strategically measured<br><br>The whole organization has an innovative spirit<br><br>The organization has found a way to balance the tension between giving innovative ideas enough time to mature and the need to focus efforts (i.e. vet and cull ideas that do not show potential early)<br><br>We are quick to commercialize innovations that show potential |
| **6. There is adequate time and resources to experiment, reflect and learn.** | I have dedicated time to experiment, reflect and learn | We have budget available for innovative projects | The organization provides adequate facilities, materials and training to support experimentation and innovation<br><br>The information required, especially regarding past change efforts, is shared and obtainable |
| **7. Effort is rewarded, not just success.** | | | Failure is seen as an indicator you are challenging yourself and learning |
| **8. Trust and collaboration are the norm.** | I often stop to talk about work issues I am facing with colleagues<br><br>I feel free to talk to superiors about problems and failures | There are few silos or other barriers to working with other teams<br><br>Our managers believe in taking responsibility for the failures of our team and working with us to ensure learning<br><br>Employees have good interpersonal communication skills such as active listening, demonstrating respect and building trust | The office space is designed for good communication and collaboration<br><br>Ideas are listened to regardless of where they come from<br><br>Goals, strategies and plans are arrived at collaboratively |
| **9. There is an overall sense of psychological safety.** | I seek out and treat feedback as a gift that helps me learn | Challenging each other and questioning are encouraged<br><br>Managers admit when they do not know the answer to a question or were wrong in a decision<br><br>Managers are open to negative feedback | |