

# Is My Club Ready



## To Innovate?

Effective innovation requires constant energy, creative friction, flexible structure and purposeful discovery. Take this assessment to roughly gauge how well your club does.

Rate your agreement with each statement about your club from Strongly Agree (5) to Strongly Disagree (1).

1. Leaders communicate an exciting vision for the future of the club.

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5	4	3	2	1
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

2. Leaders demonstrate visible support for new, creative or unusual club projects.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

3. Leaders openly say when something isn't working and quickly act to make changes or stop the activity.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

4. Club leaders and members are inspired to suggest and carry out new projects and initiatives, especially those which challenge the status quo.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

5. Team members communicate frequently about club projects and other work, often face-to-face.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

6. People work together to share opinions and ideas openly with each another even when they may rock the boat or are counter to long-time practice

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

8. Leaders take action on a timely basis to phase out a project when it is no longer effective.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

9. Members are supported in experimentation and discovery to try new things even if not yet proven.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

10. Members are enthused to implement new ideas to make things better even if it means more work.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

11. Leaders believe that it's sometimes necessary to break the rules to get to better outcomes.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

12. Small groups (3 to 6 people) are assigned primary responsibility for pursuing and developing new ideas in the club.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

13. There is cross-functional representation in groups pursuing new ideas.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

14. People in my club are encouraged to do what it takes to accomplish new ideas.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

16. The club and its committees excel at experimentation.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

17. Leaders make it "safe to fail" when individuals and teams experiment in pursuing new opportunities.

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5	4	3	2	1
Strongly agree	Agree	Neither agree	Disagree	Strongly disagree

19. How would you assess the state of innovation in your club?

- We're innovation leaders; it's an important organizational strength.
- We're doing okay, but we have significant untapped innovation potential.
- We're behind the curve; we lag in innovation.

20. Which of the following best describes your club's current state of innovation?

- Improves existing projects and processes (incremental innovation)
- Takes existing projects and processes in new directions (adjacent innovation)
- Invents totally new projects, processes or models (disruptive innovation)
- We don't do any type of innovation well currently.

Adapted from: Is Your Company Actually Ready to Innovate?  
Daniel Dworkin and Markus Spiegel  
Harvard Business Review; November 06, 2015