INNOVATION CAPACITY DIAGNOSTIC

We define innovation as a break from previous practice that has a significant positive impact. This occurs when different points of view or existing practices are reframed, reimagined, or recombined in new ways. There are many types of innovation, including (but not limited to): product, process, funding, and organizational innovation. If you are using this diagnostic with a team, consider having each person complete the diagnostic by themselves, first, before discussing results. To identify ways to strengthen your organization's innovation capacity, we hope you will find the set of resources we've compiled here to be a helpful start.

Your Organization's Recent Experience with Innovation:

On a scale of 1 to 6, where 1 is "strongly disagree" and 6 is "strongly agree," how much do you agree with the following statements? My organization …

Aspires to innovate	1	2	3	4	5	6
Is set up to innovate successfully	1	2	3	4	5	6
Has met or exceeded its aspirations for innovation	1	2	3	4	5	6

Catalytic Leadership:

On a scale of 1 to 6, where 1 is "strongly disagree" and 6 is "strongly agree," how much do you agree with the following statements? My organization …

Has a clear vision and set of priorities for innovation	1	2	3	4	5	6
Secures support for innovation from external funders and partners	1	2	3	4	5	6
Has leaders who empower and support innovators at all levels of the organization	1	2	3	4	5	6
Has leaders who model behaviors conducive to innovation	1	2	3	4	5	6

Curious Culture:

On a scale of 1 to 6, where 1 is "strongly disagree" and 6 is "strongly agree," how much do you agree with the following statements? My organization …

Has an environment that supports collaboration	1	2	3	4	5	6
Practices candor and transparency	1	2	3	4	5	6
Empowers and trains staff to experiment and take risks	1	2	3	4	5	6
Provides staff with an appropriate level of autonomy	1	2	3	4	5	6

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Diverse Teams:

On a scale of 1 to 6, where 1 is "strongly disagree" and 6 is "strongly agree," how much do you agree with the following statements? My organization …

Retains staff with a range of experiences, skills, and identities (including lived experience that is relevant to the organization's mission)	1	2	3	4	5	6
Intentionally designs teams to be diverse in terms experiences, skills, and identities	1	2	3	4	5	6
Prepares and holds managers accountable to effectively leading diverse and inclusive teams	1	2	3	4	5	6

Porous Boundaries:

On a scale of 1 to 6, where 1 is "strongly disagree" and 6 is "strongly agree," how much do you agree with the following statements? My organization …

Regularly learns from or co-creates solutions with the people in the communities we serve	1	2	3	4	5	6
Regularly exchanges ideas across the organization	1	2	3	4	5	6
Regularly exchanges ideas with other organizations and individuals	1	2	3	4	5	6

Idea Pathways:

On a scale of 1 to 6, where 1 is "strongly disagree" and 6 is "strongly agree," how much do you agree with the following statements? My organization …

Has a clearly articulated process for generating and moving new ideas forward	1	2	3	4	5	6
Sources new ideas from many and varied sources	1	2	3	4	5	6
Tests new ideas quickly, efficiently, and effectively	1	2	3	4	5	6
Scales successful innovations both within and beyond our own organization	1	2	3	4	5	6
Uses appropriate measurement methodologies and tools for testing, refining and scaling innovations	1	2	3	4	5	6

Ready Resources:

On a scale of 1 to 6, where 1 is "strongly disagree" and 6 is "strongly agree," how much do you agree with the following statements? My organization …

Has the necessary funding to pursue its innovation priorities	1	2	3	4	5	6
Enables staff to dedicate time to innovative projects and ideas	1	2	3	4	5	6
Has people who are dedicated (fully or part-time) to innovation	1	2	3	4	5	6
Trains staff in useful innovation practices, tools, and techniques	1	2	3	4	5	6
Provides physical environments and technologies that foster innovation	1	2	3	4	5	6

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In building your organization's capacity to innovate going forward:

What do you see as the greatest strengths your organization can build on?

What do you see as the biggest weaknesses your organization needs to address?

Note: Original diagnostic was developed by The Bridgespan Group in collaboration with The Rockefeller Foundation in 2017. Updated by The Bridgespan Group in April 2022.

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