



## Are you well equipped to lead and foster innovation?

There are **12 key attributes** that an executive, senior or first line leader needs to effectively lead and foster innovation. **Are you well equipped?** Read the statements below, then assess yourself on the scale and circle the corresponding number. Add up the score & divide by 22. Then look at the recommendations provided.

Attribute	Marker	never	seldom	occasionally	often	always
Challenging work	<i>My role challenges me, it's not so hard I feel overwhelmed and not so easy that I'm bored</i>	0	1	2	3	4
	<i>I match the level of challenge in goals I set for my team with the skills of each individual, so they are stretched to grow in skills &amp; as people</i>	0	1	2	3	4
Recognise	<i>I recognise, formally and informally, when my team try new things and are innovative. I recognise &amp; celebrate effort and achievement</i>	0	1	2	3	4
Collaborate & debate	<i>I breakdown silos and create opportunities to work with others in different groups &amp; teams. I drive collaboration with 'the un-usual' suspects</i>	0	1	2	3	4
	<i>I encourage a wide range of views to look for better ways. I make it clear it's ok to challenge my ideas, it's not my way or the highway</i>	0	1	2	3	4
Storyteller	<i>I can structure a good story &amp; use stories purposefully to engage and influence others</i>	0	1	2	3	4
	<i>I feel confident creating anecdotes &amp; sharing stories about my experiences</i>	0	1	2	3	4
Provides autonomy	<i>I trust &amp; empower my team, setting clear goals to meet &amp; give them autonomy to decide how to complete jobs &amp; tasks to meet those goals</i>	0	1	2	3	4
	<i>I recruit people into my team who are smarter than me in some way. I recognise giving autonomy is key to an innovative team culture</i>	0	1	2	3	4
Future focused	<i>I make decisions today considering what I want to achieve in 3 months' time</i>	0	1	2	3	4
	<i>I communicate and connect long-term visions with short-term tasks for myself and my team</i>	0	1	2	3	4
Courageously supportive	<i>I listen to my people, they trust me. I make it safe to share creative thoughts &amp; ideas. I do what is right, not what is easy</i>	0	1	2	3	4
	<i>It's ok to fail in my team. I make it clear I want my team to 'dare to try' new ways. I say it's ok to fail at something if we learn from it</i>	0	1	2	3	4
Proactively innovative	<i>I question the status quo. I take part in, identify and drive innovation &amp; improvement activities. I 'do' innovation, not just tell my team to do it.</i>	0	1	2	3	4



	<i>I proactively encourage my team to take part in innovation activities. I give them the time and resources to do so, they have great ideas</i>	0	1	2	3	4
<b>Invests in relationships</b>	<i>I value &amp; invest time &amp; energy into work and personal relationships. I recognise when I get things wrong &amp; apologise without prompting</i>	0	1	2	3	4
	<i>I share my knowledge generously and actively encourage others to share too</i>	0	1	2	3	4
<b>Leads change</b>	<i>I positively &amp; proactively engage with my team, peers &amp; leaders. I ensure we're agile, ready, willing &amp; able to drive &amp; adopt change</i>	0	1	2	3	4
	<i>I am aware of how impactful my role as a leader is to make or break innovation &amp; change. I use my influence to support success</i>	0	1	2	3	4
<b>Customer focused</b>	<i>I'm fascinated by the wants and needs of our customers. I try to get inside our customers' minds so I can improve how we serve them</i>	0	1	2	3	4
<b>Growth mindset</b>	<i>I believe if I practice something enough, I will become competent at it, regardless of whether it comes naturally to me or not</i>	0	1	2	3	4
	<i>I enjoy learning new things. I'm curious and like to explore multiple possibilities. I believe I have more to learn, &amp; that we are all learners for life</i>	0	1	2	3	4

**How did you go?** Add up your score and divide by 22 Final Score \_\_\_\_ Date \_\_\_

**Below 0.5 = Fresh!** We've all got to start somewhere, taking this assessment is a great first step! Next, I suggest you progress by checking out the [IDEO website](#) or watching this [Inventium innovation process video](#)

**0.5 – 1.5 = Newbie** Ok, so you know a bit about innovation, time to dig deeper to get some of the basics of how to 'do' innovation firmly under your belt. I'd recommend you grab *'The innovation formula'* by Dr Amantha Imber or *'Upstream'* by Chip and Dan Heath as a next step.

**1.5 – 3 = Intermediate** You're on your way to being a great leader of innovation and change! I'd suggest you research some of the neuroscience around innovation and change at work, such as the SCARF model by David Rock and Adam Grant's Work life podcast and check out Nathan Baird's *'Innovators Playbook'*. Now is also the **time to get some innovation leadership mentoring**

**Above 3 = Nearly a Ninja!** Nice work! You're already doing a good job of leading your peers and supporting your team to innovate and adapt to change. **Would you like to turn 'good' into 'great'?** If so, leadership coaching and getting an innovation mentor is the way to go. It will help you hone your skills and you'll discover some precious thoughts and ideas that are already within you, just a little hidden! Coaching enables new ways of thinking and galvanises them into action. **If you'd like to chat about leadership coaching or innovation mentoring** please get [in touch](#)