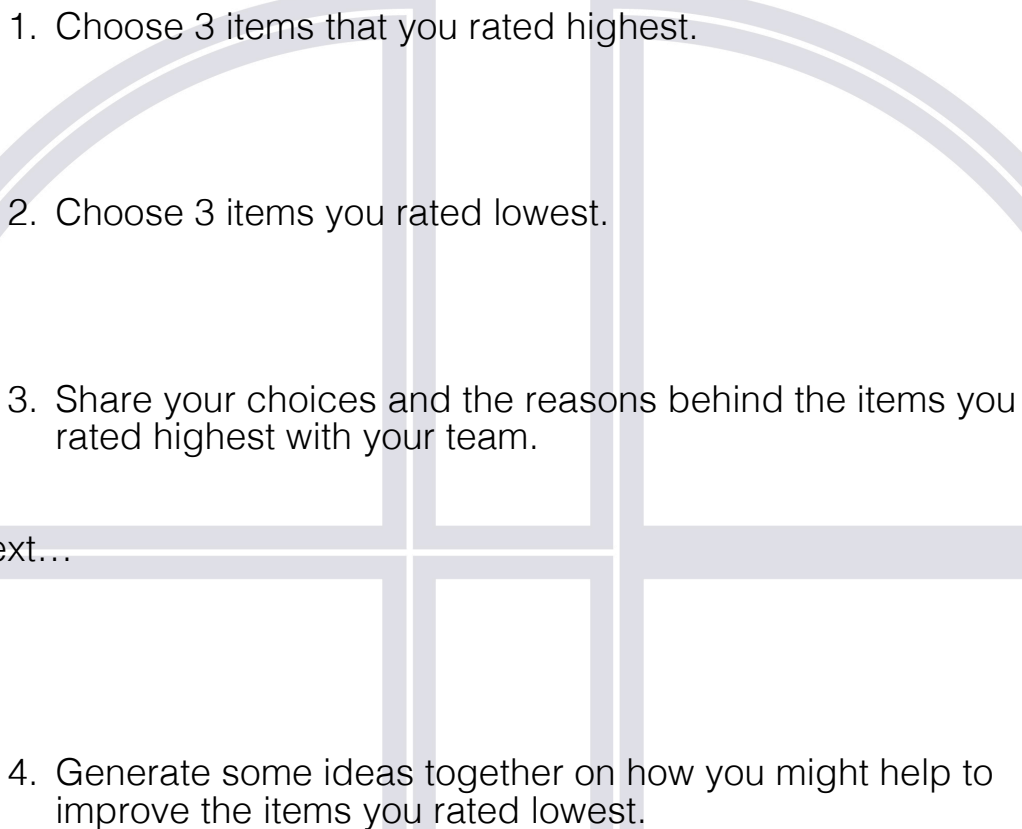# 4D Human Being
Innovation Culture Survey

This survey can help you to think about how and where you might be able to increase your organisation's capacity for innovation. Drawing on your recent experiences at work, rate the following statements according to this scale.

1 = Never true   2 = Sometimes true   3 = Frequently true   4 = True most of the time   5 = Always true

1	At work, I am offered exciting and interesting challenges that energise me.	1	2	3	4	5
2	The company I work for understands the importance of innovation.	1	2	3	4	5
3	I am aware of the current technological innovations in my industry and the world around me.	1	2	3	4	5
4	My team are aware of our customers and what it is that we do that creates value for them.	1	2	3	4	5
5	Creative and innovative thinking are an important part of my job.	1	2	3	4	5
6	At work we have an effective system for capturing, logging and acknowledging new ideas and suggestions.	1	2	3	4	5
7	Ideas and information are shared with employees and customers in my company.	1	2	3	4	5
8	People in our organisation are given the opportunity to work with and learn from people in other departments and functions.	1	2	3	4	5
9	Our leaders and managers have the necessary skills to manage an innovation project.	1	2	3	4	5
10	We have a defined process for innovation that is widely used throughout the organisation.	1	2	3	4	5
11	We regularly review innovation project successes and failures to identify lessons learned.	1	2	3	4	5
12	Our leadership are willing to provide encouragement, resources and support to allow innovation to happen.	1	2	3	4	5
13	Our people are offered many opportunities to learn and grow.	1	2	3	4	5
14	Our people trust and respect each other and generally enjoy working together.	1	2	3	4	5

Part B

1. Choose 3 items that you rated highest.

2. Choose 3 items you rated lowest.

3. Share your choices and the reasons behind the items you rated highest with your team.

Next…

4. Generate some ideas together on how you might help to improve the items you rated lowest.

Which of the ideas that you have generated would you be willing to try immediately?