

INSTRUCTIONS: Add up the scores in each of the four categories, then divide by the number of questions to determine the average score for each category.		Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree
NOTE: The question highlighted in purple is inverted – that is, “strongly agree” is the lowest score.					
	Statement				
1	The company is innovative.	1	2	3	4
2	I have fun at work.	1	2	3	4
3	I am valued as an employee.	1	2	3	4
4	It is easy to communicate with employees outside my department.	1	2	3	4
5	The suggestion box is an effective way to suggest ideas.	1	2	3	4
6	I am interested in helping the company to succeed.	1	2	3	4
7	It is all right to make mistakes.	1	2	3	4
8	The company is interested in hearing my ideas.	1	2	3	4
9	If I submitted an innovative idea, it would be implemented.	1	2	3	4
10	Communicating a new idea means admitting that the current method is wrong.	4	3	2	1
11	My direct supervisor values my ideas.	1	2	3	4
12	I feel comfortable submitting ideas into the suggestion program.	1	2	3	4
13	The company is willing to take a risk on new ideas.	1	2	3	4
14	Teams are an effective means to solve problems.	1	2	3	4
15	Enough resources are available for implementing new ideas.	1	2	3	4
16	I fully understand the company's goals and vision.	1	2	3	4
17	I know what problems the company needs to solve.	1	2	3	4
18	I know what other companies are doing in comparison to how we do things.	1	2	3	4
19	The information I need to solve a problem is readily available.	1	2	3	4
20	The company encourages me to think creatively.	1	2	3	4
21	I know the process for giving input or new ideas.	1	2	3	4

		Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree
22	The company provides an opportunity to learn about processes outside my department.	1	2	3	4
23	I am creative at work.	1	2	3	4
24	I am creative outside of work.	1	2	3	4
25	I have had formal training in the area of innovation or creative thinking.	1	2	3	4
26	I am happy with the feedback I have received on ideas I have suggested.	1	2	3	4
27	My performance goals relate to innovation.	1	2	3	4
28	Innovation is essential for doing my job effectively.	1	2	3	4
29	I am rewarded for ideas that are directly related to my job.	1	2	3	4

Category Key:

	Category	Score	# Questions	Average
	Power		10	
	Information		4	
	Skills/Knowledge		6	
	Rewards		4	