

<b>INSTRUCTIONS:</b> Please rate how strongly you agree or disagree with each of the following statements by circling the appropriate number.		Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree
<b>NOTE:</b> Innovation refers to developing new processes, new methods or new items, different from what we currently do in the company.					
	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.	1	2	3	4
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