

COE's Individual Innovation Potential

Individual Innovation Potential calibrates individual, leadership and work environmental conditions to realise individual's and organisation's potential for innovative job performance. It was designed to help individual and organisations understand the strengths and opportunities to build individual innovation readiness to achieve high innovative job performance.



The model is based on the assumption that employee's innovation potential is primarily affected by three factors:

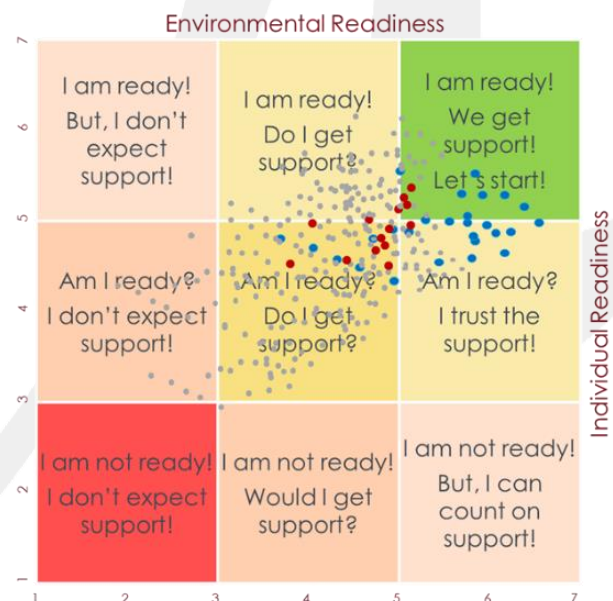
- Individual readiness to innovation
- Work environmental readiness to innovation
- The interaction among individuals and the environment in which they act and interact

The **individual readiness** to innovation can be summarised as the extent to which individuals are inclined to accept, embrace and adopt a plan to purposefully alter the status quo, his/her psychological state and own sense of identity for job performance that facilitate or inhibit innovation. These drivers are:

- Change Readiness
- Individual Creativity
- Psychological Capital

On the **work environmental readiness**, we refer to a set of organisational variables which are seen to be crucial to create the drive and momentum for the innovation. These drivers are:

- Leadership Practice (Transformational Leadership)
- Support for Innovation (Climate)

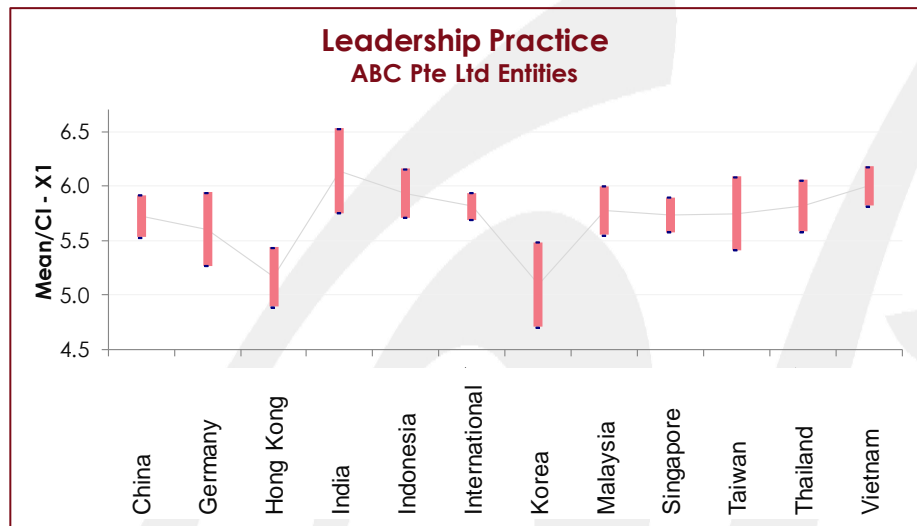


Department at Sample P/L
Others at Sample P/L
Others

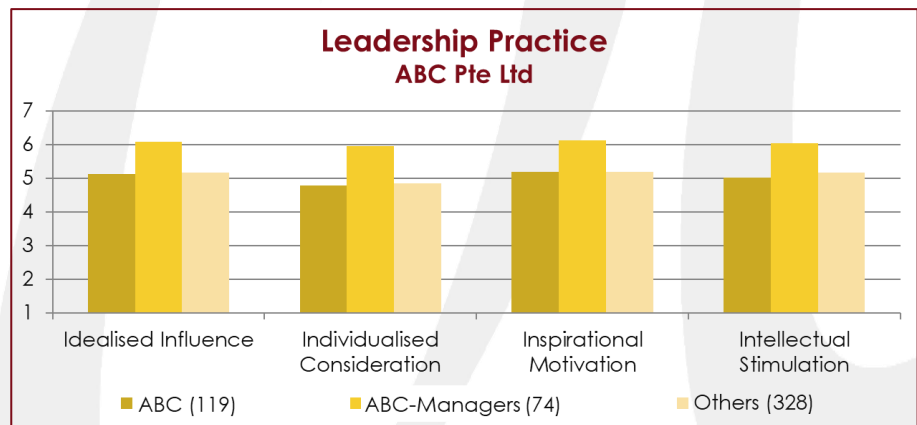
Innovative Job Performance is a result of Innovative Work Behaviour. This behaviour is shown by:

- Step 1: Idea Generation
- Step 2: Idea Championing
- Step 3: Idea Implementation

After participating in the survey, individuals are able to download a comprehensive report and some recommendations immediately. Participating organisations receive a detailed aggregated report for all ratings as well as for each first-level organisational unit. These reports include not only descriptive statistics summarising their rating in all categories, but also significance analyses of perceived differences.



Optionally, managers have the chance to rate Leadership Practice, Support for Innovation and their ratees' Innovative Job Performance from their perspective, opening room for meaningful development dialogues and interventions.



Our Individual Innovation Potential survey includes behavioural indicators for disruptive innovation as well as innovation output such as number of ideas generated and number of ideas implemented.

For more information or for requesting participation, please contact

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