

# Innovation Potential Indicator

*measuring innovation motivation*

## Helping organisations access individuals' potential for innovation

The Innovation Potential Indicator looks beyond a person's propensity to have 'bright ideas' and considers how these ideas are then introduced and applied by the individual for the organisation's benefit. For this purpose, it provides a framework for understanding those behaviours that lead to, and those that inhibit, the realisation of innovation in the workplace.

## What is the Innovation Potential Indicator?

The Innovation Potential Indicator is the first instrument designed to identify the potential to implement innovative ideas in the workplace. The tool looks at behaviours that enhance or impede the development and generation of new ideas, processes and products within organisations.

The results of the questionnaire can be used to understand how innovative an individual has the potential to be. When used with teams, these profiles can be combined to provide a framework for making the group more open to a culture of innovation.

It is based on extensive research by Fiona Patterson and a team of psychologists at City University in London. The Innovation Potential Indicator's validity has been proven in several studies relating to, for example, personality, intelligence, intellectual engagement and competency based job performance.

## How does this tool improve my work?

Organisations fuelled by new ideas and constant change need specialised assessment tools to evaluate innovation and creativity. The Innovation Potential Indicator is ideal for this purpose as it looks at behaviours that enhance or inhibit the generation, development and, critically, the implementation of new ideas, processes and products within organisations.

The results of the questionnaire can be used to understand an individual's potential for innovation by revealing behaviours in four key areas. When used with teams, individual profiles can be combined to provide a framework for supporting the group in developing a more creative and innovative culture.

HR professionals and practitioners can use the Innovation Potential Indicator in development or recruitment for any role to determine a candidate's potential for being innovative. The Innovation Potential Indicator is a valuable part of the assessment process, not only in functions or industries traditionally regarded as 'creative' but in any environment that requires an individual to adapt to changing requirements and have a flexible and innovative approach to their work.

## Who is the tool suitable for?

- General recruitment and selection
- Development of employees at all levels

## How do I get started?

You'll need to complete the following qualification:

- BPS Certificate of Competence in Occupational Testing (Level B Intermediate Plus), or equivalent

## How can I use the instrument?

This tool works well at all levels within an organisation. It works best in:

- Selection
- Development planning
- Career guidance

## What are the benefits for me and my organisation?

- Using the Innovation Potential Indicator allows individuals to understand which behaviours are recognised as being valuable in the innovation process, and helps them to appreciate the different approaches of others. This enables the organisation to embrace innovation and benefit from the potential in each person
- The scales used in the instrument are easy for individuals to understand and relate to, making innovation a more accessible concept and thereby helping the organisation to encourage specific types of behaviour where appropriate

### **The Innovation Potential Indicator measure of innovative behaviours**

#### **Motivation to Change**

*The motivation component – measuring a person's drive to seek and adopt change*

#### **Challenging Behaviour**

*The social component – assessing how an individual interacts, and the likelihood that they will challenge the thinking of others in order to solve problems at work*

#### **Adaptation**

*The problem-solving component – evaluating whether an individual typically prefers tried-and-tested methods or revolutionary perspectives when tackling issues and solving problems*

#### **Consistency of Work Styles**

*The action component – measuring how flexibly an individual uses a range of work styles, and deals with incomplete instructions*

## What formats are available?

The instrument is available in paper and pencil format.

## How can I buy?

Visit our online shop at [www.opp.eu.com/shop](http://www.opp.eu.com/shop).

For any enquiry about OPP's products and services, visit our website at [www.opp.eu.com](http://www.opp.eu.com) or contact our Customer Service team at [enquiry@opp.eu.com](mailto:enquiry@opp.eu.com) or 0845 603 9958.