Preview of survey questionnaire

*These are the **25 Factors** included in the questionnaire. You are asked to provide your opinion by using a sliding scale.*
On completing the questionnaire, you receive immediately a customized report and a score.
You can modify your responses at any time by logging back in with your e-mail and password.

Factors; your opinion on these issues in your company	Extreme left of scale	Extreme right of scale
1. Management's emphasis is on short-term versus long-term profit.	Emphasizes very short term	Emphasizes very long term
2. Management explicitly looks for or has no interest in innovation.	Explicit objectives for innovation.	Has no interest in innovation.
3. Management has tolerance for mavericks or not.	A lot of tolerance.	Very little tolerance
4. Planning emphasizes rationing resources or identifying opportunities.	Very much rations resources.	Focus is on identifying opportunities.
5. Management's tolerance for failure or not.	Very high tolerance for failure.	Very low tolerance for failure.
6. Leaders emphasize management of people and their interactions or not.	Little emphasis on people.	Very much emphasize people management.
7. Corporation provides career ladders, powers and titles for innovators or not.	Innovators have limited career opportunities.	Innovators have careers and recognition.
8. Corporation is tolerant towards variances from the corporate norm or not.	Corporation highly tolerates differences.	Corporation has little tolerance for differences.
9. Management's tolerance for uncertainty (as distinct from risk) in the planning process or not.	Plans have a very low tolerance for risk.	Plans have a very high tolerance for risk.
10. The style of communication within the organization.	Communication is highly informal.	Communication is highly formal.
11. Management discourages or encourages use of independent work groups for special purposes.	Use of independent work groups is greatly encouraged.	Use of independent work groups is greatly discouraged.
12. Management makes decisions with lots of input from the rest of the corporation or not.	Little consultation.	Lots of input is sought.
13. Decision process is elaborate and formal versus short and informal.	Process is short and informal.	Process is elaborate and formal.
14. The corporation has specific mechanisms available for rewarding innovation or not.	Mechanisms exist for rewarding innovation.	No mechanisms for rewarding innovation.
15. The organization is planning-oriented versus action-oriented.	Organization is prone to planning and analysis.	Organization is prone to action with little planning.
16. Management has an open and relaxed attitude towards mergers, acquisitions, joint ventures and divestitures or not.	Very open attitude to mergers and acquisitions.	Very closed attitude to mergers and acquisitions.
17. Management expects people to be totally devoted to the corporation or makes room for personal development.	Insists all time and effort are devoted to corporate objectives.	Really encourages personal development.
18. The organization has a decentralized or centralized hierarchy.	Highly decentralized hierarchy.	Highly centralized hierarchy.
19. Resources (budget, personnel, time, etc.) are generally available for new ventures or not.	Few resources are ever available.	Resources are generally available.
20. Extent of staff involvement (as opposed to line involvement) in the decision process.	Little staff involvement in decisions.	Lots of staff involvement in decisions.
21. Innovators tend to stay with the organization or leave.	Innovators stay with the corporation.	Innovators leave the corporation.
22. The organization has or has not an innovative tradition.	Corporation does not have a tradition of innovation.	Corporation has a fine reputation for innovation.
23. The R&D budget is less or more than the competition.	R&D spending is much less than the competition's spending.	R&D spending greatly exceeds competition's spending.
24. Innovation is perceived as decreasing or increasing.	Innovation is decreasing rapidly.	Innovation is increasing rapidly.
25. Employee organizations discourage or encourage innovation.	Organizations encourage innovation.	Organizations discourage innovation.