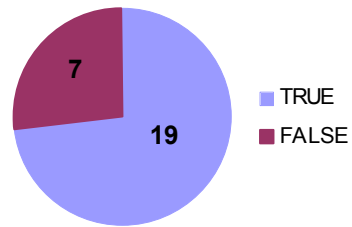
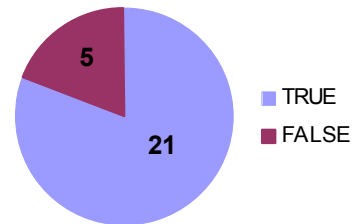


Sample ROI Assessment – Copyright 2007 The Innovation Company, LLC
www.innovationisEASY.com

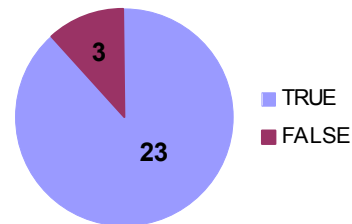
1. You are in a staff meeting when an idea is suggested from someone on your team. The person who suggested the idea is not the manager. An example of a positive response is 'That's interesting' or 'What do you mean by that?' An example of a negative response is 'The problem with that is' or 'Yeah but.' Question: The initial response from someone in the group is more likely to be positive than negative. True or False?



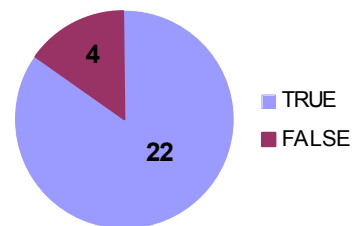
2. You are in a meeting with just your manager and you suggest an idea. An example of a positive response is 'That's interesting' or 'What do you mean by that?' An example of a negative response is 'The problem with that is' or 'Yeah but.' Question: The initial response from your manager is more likely to be positive than negative. True or False?



3. You are at a meeting with the individuals who report directly to your manager and an idea pops into your head. You would be excited to share the idea with the group. True or False?



4. You are in a staff meeting and an idea pops into your head. You are more likely to share the idea publicly than to not share the idea publicly with the group. True or False?

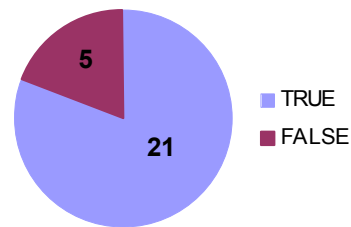


Sample ROI Assessment – Copyright 2007 The Innovation Company, LLC
www.innovationisEASY.com

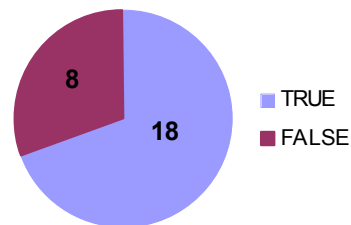
5. If you answered false to the previous question, please explain why you are more likely not to share your idea. If you answered true please leave this section blank.

- I have come up with ideas in the past and taken it up with my manager, which has not been well received. I would not bother sharing the idea with the team knowing that the idea will be shot down by my manager anyways.
- I would more likely bring the idea to someone with knowledge in that area (or my manager) to get a better gauge of how good of an idea it really is.
- Answer is somewhere between True and False, and depends on which question you answer (the tyranny of the true/false question). To answer what I think was meant by the question: I often have the feeling that in the group new ideas are not received with positive energy, and I will sometimes look for another opportunity to share the idea. But there is another question here as well. Is it always appropriate to blurt out every idea that comes into your head? Somewhere in this question is an assumption that all ideas are equal and that all circumstances are identical. The 'better' the idea and/or the more relevant the idea is to the agenda, the more likely I would be to share it.
- I feel that if the idea is not appealing to my manager, it will get shutdown instantly without us having a chance to discuss it

6. You are in a meeting with the entire department and you share an idea. An example of a positive response is 'That's interesting' or 'What do you mean by that?' An example of a negative response is 'The problem with that is' or 'Yeah but.' Question: The initial response from someone in the department is more likely to be positive than negative. True or False?



7. For this survey, the definition of a productive staff meeting is one in which you leave feeling the time spent was worthwhile and you will be able to do your job better as a result of having the staff meeting. Questions: The staff meetings you attend are more likely to be productive than unproductive. True or false?

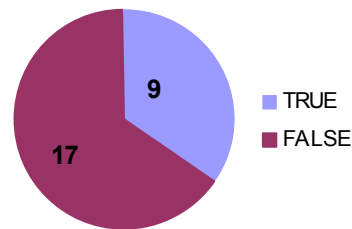


Sample ROI Assessment – Copyright 2007 The Innovation Company, LLC
www.innovationisEASY.com

8. If you answered false to the previous question, please explain why you feel staff meetings are more likely to be unproductive. If you answered true please leave this section blank.

- Everyone just does a round table and provides a status of their project. This gives everyone visibility about what the others are doing. But I cannot really say that I step out of the meeting feeling that the time was well spent or help me do my job better.
- Most of our staff meetings are roundtable - project status update, which usually is a repetition of one-on-one meeting.
- They tend to be status updates for managers, or updates from managers to direct reports on something that could have easily been distributed via email.
- Giving status updates as to what you are doing as an individual, or what is the status of your project does not help the other individuals on the team to better understand the new functionality which they may need to test at some future point. This is a good opportunity to spread the knowledge.
- Staff meetings are used as a time to hear what everyone else is working on and general Admin issues. They are not necessarily a time to resolve specific issues affecting my job. Those issues are generally discussed 'off-line'.
- I understand the benefit of hearing what everyone else in the group is currently working on, but it does not help me be more productive at my job upon leaving.
- I would say that it's neutral since at times, the rest of the group only plays a listening role.

9. Imagine you encounter a situation at work where you need help. The definition of frequently for this question is more than 5 times per week. Question: You frequently look for help from individuals other than those who report to your direct manager. True or False?



10. Using the definition of frequently in the question above, people within the department that do not report to your direct manager ask you for help on a frequent basis. True or False?

