

Politics of Creativity™ Assessment Results

ABC Company

December, 2011

Participant Information: Twelve employees of ABC Company completed the Politics of Creativity Assessment. One additional respondent answered the first five questions and then abandoned the assessment. Results of each question are provided on the following pages.

Preliminary Insights:

Respondents find their work challenging and engaging and for the most part feel well respected as unique contributors. Most are willing to raise tough questions, without fearing that it will adversely affect their careers. Relationships that energize and inspire are very prominent. In general, one could conclude that individuals find the environment stimulating and motivating.

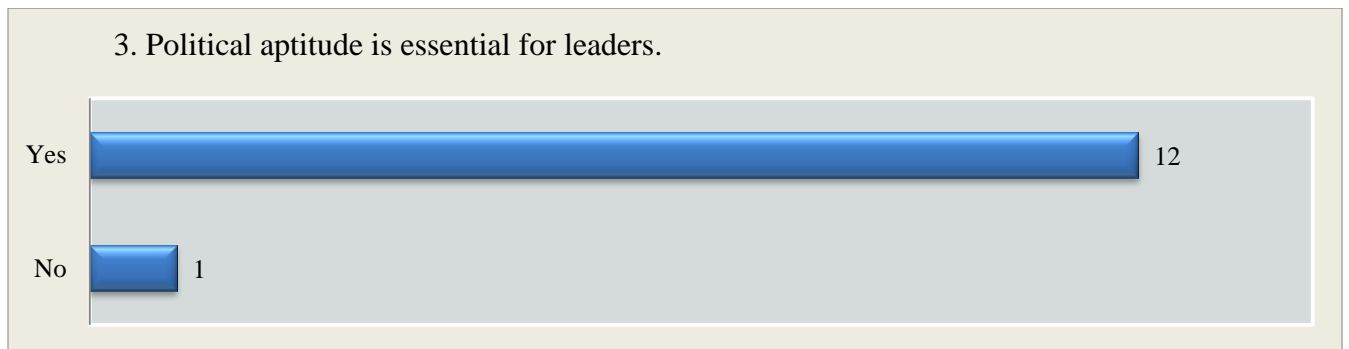
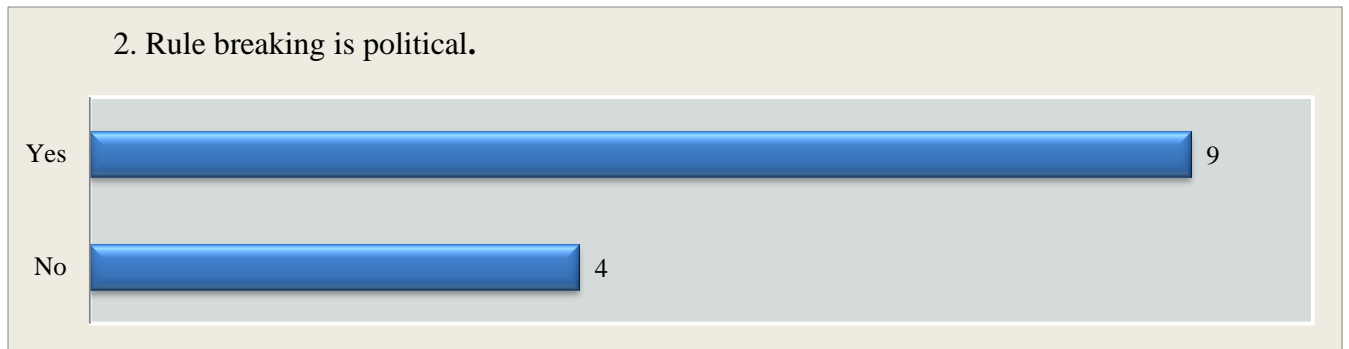
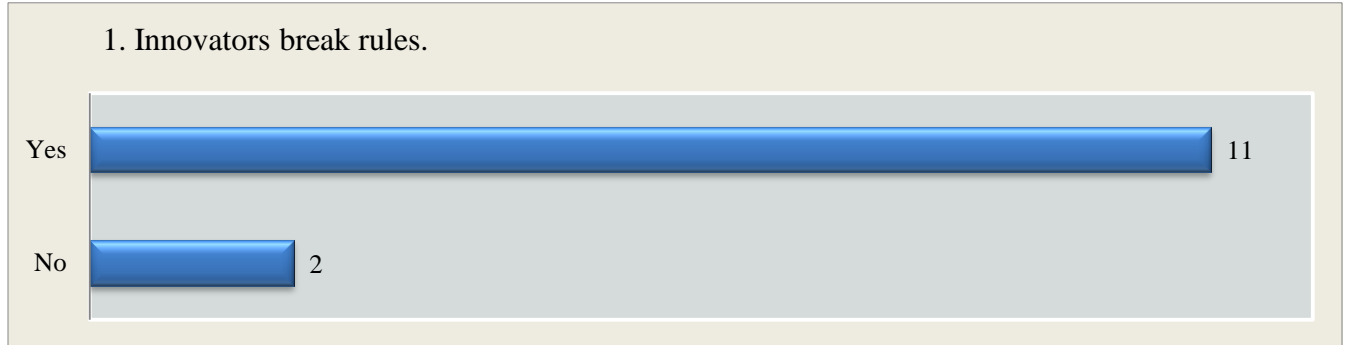
However, at the same time, more than 50% of respondents do not believe they work in a truly innovative organization. Respondents are relatively neutral about experiencing their manager as someone who encourages creative insights and ideas. Similarly respondents are quite neutral about diverse points of view being invited and accepted. This points to cautious behavior about deviating too far from expected norms and cultural standards, undoubtedly influencing breakthrough thinking and innovation.

It is interesting to note that of 12 respondents only 9 responded to the statement: Our organization is more a culture of fear than an environment of trust. Of the 9 respondents, 4 were neutral. This peculiar spread as well as lack of responses to this question warrants further inquiry.

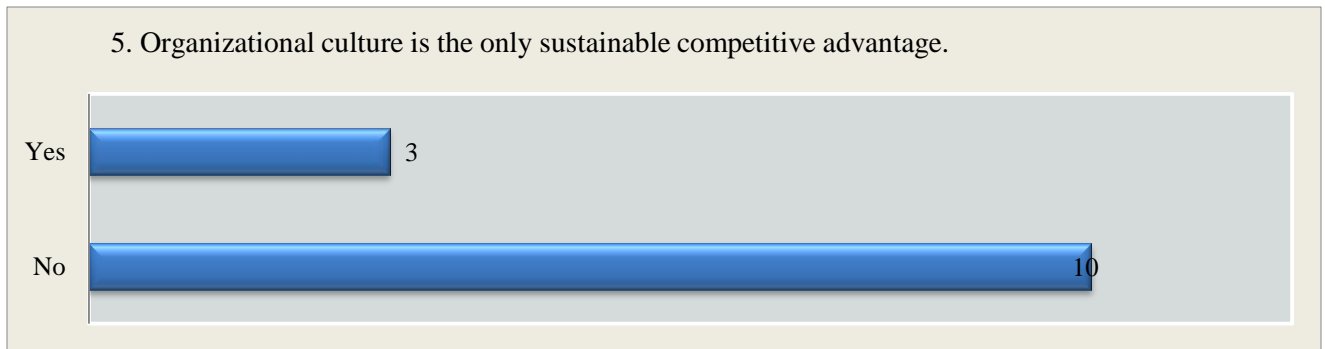
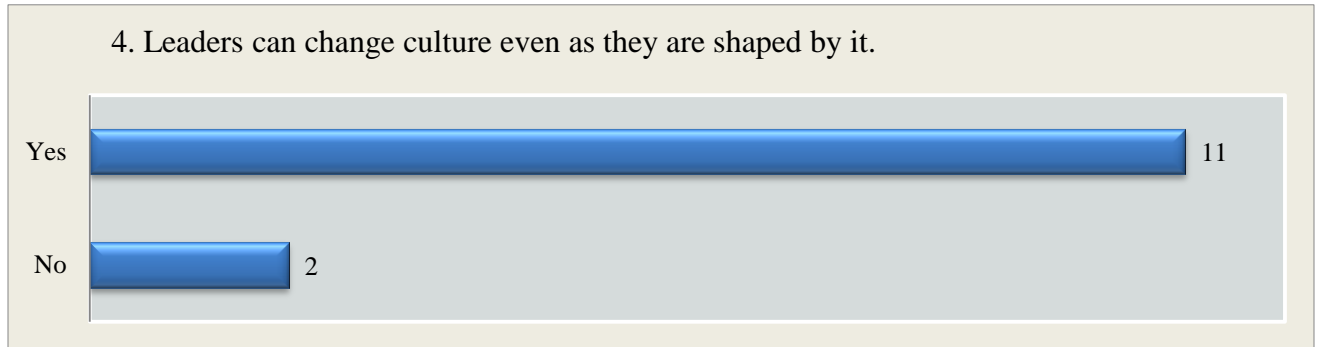
Regarding collaboration, 75% of respondents either agree or strongly agree that organizational output is compromised by poor collaboration with internal business partners. Similarly, a majority of respondents feel they are unable to leverage external networks effectively. These responses need to be juxtaposed with strong positive responses to the statement “Networks in our organization are open in a manner which invites collaboration.” This may suggest respondents experience effective collaboration internally but not when managing external interfaces. Further inquiry as to collaboration practices and reasons for apparent breakdowns externally would be valuable.

There is a strong belief that organizational culture is not the only source of sustainable competitive advantage. This raises two further inquiries: what beliefs are prominent about variables that do create sustainable competitive advantage? And, how do respondents understand and attend to cultural inhibitors or enablers present in the organization?

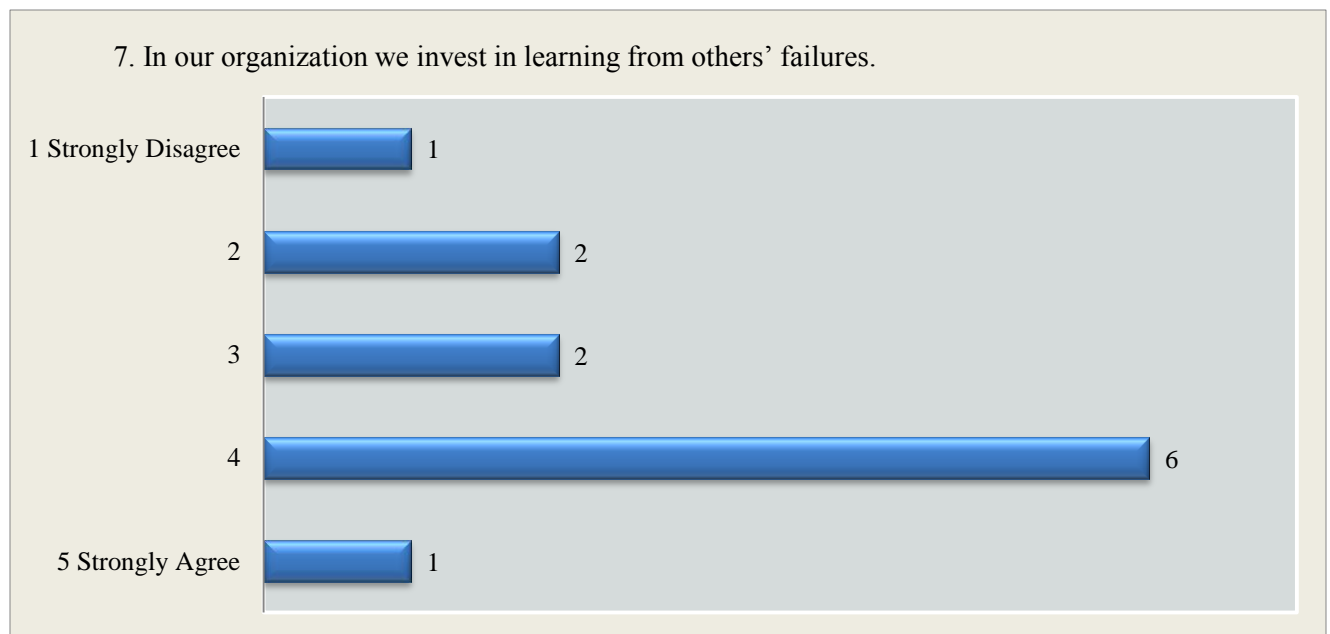
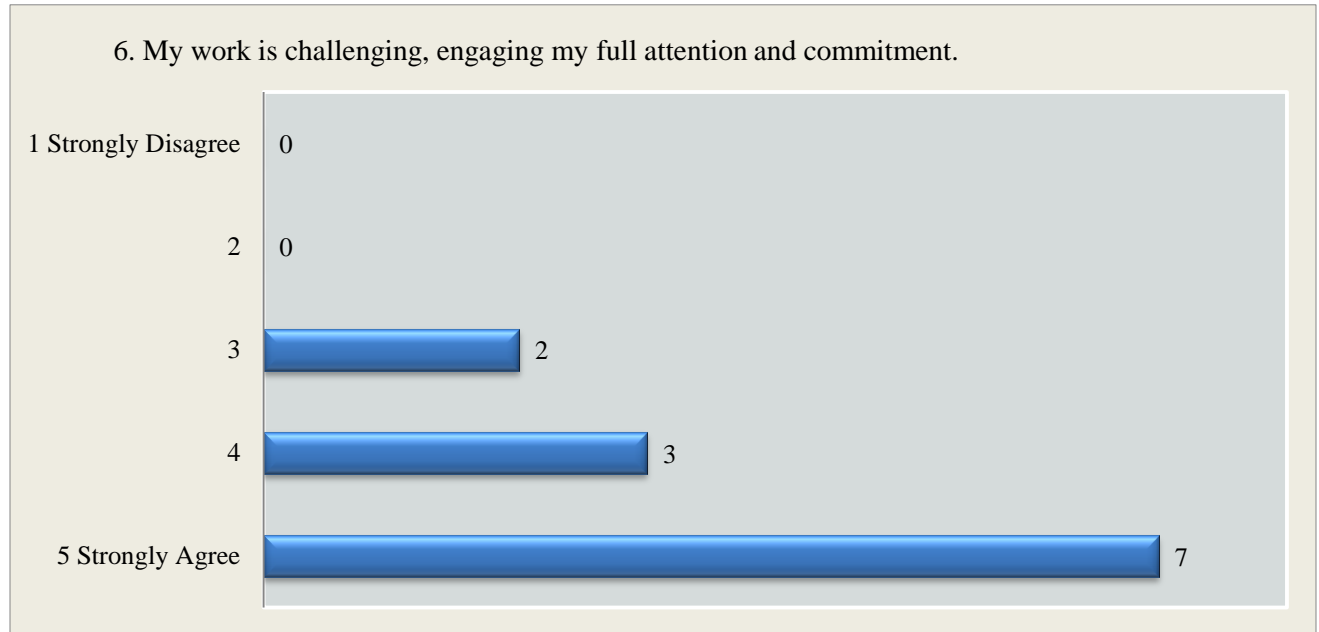
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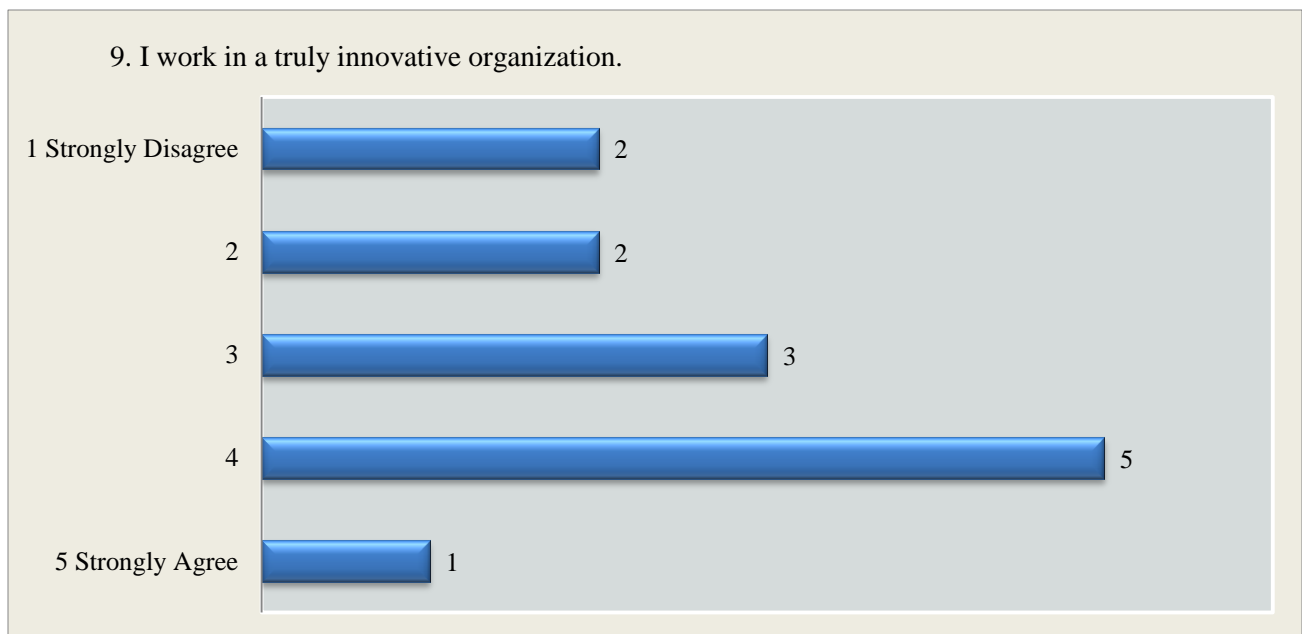
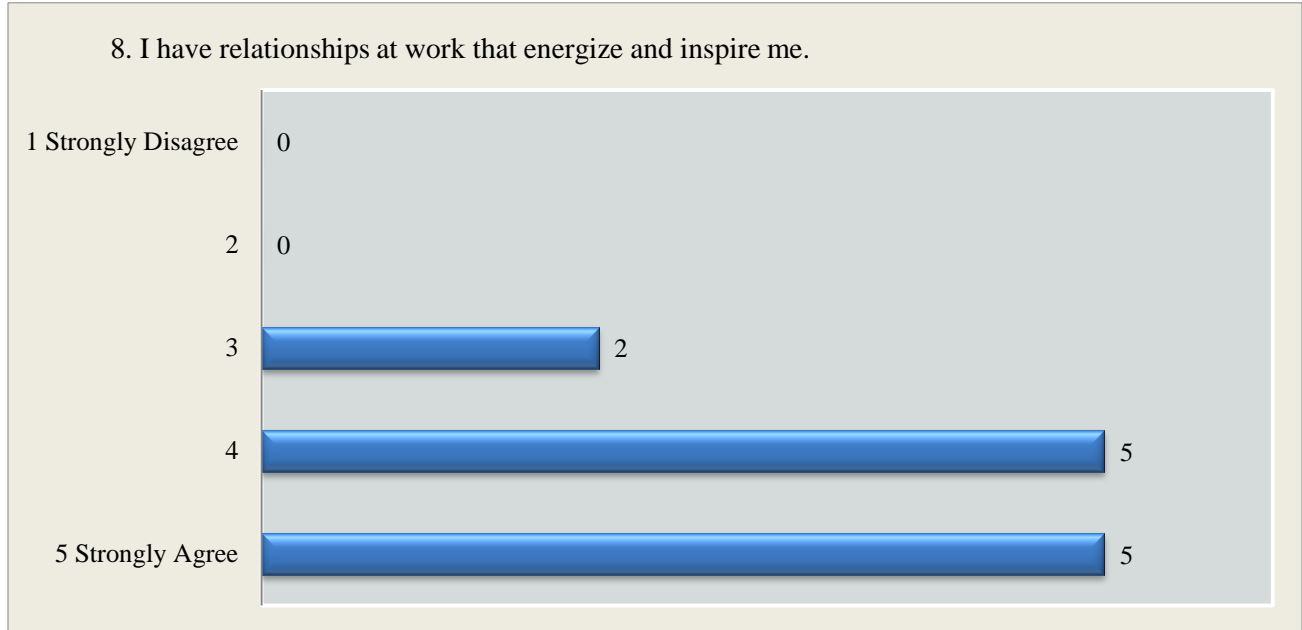
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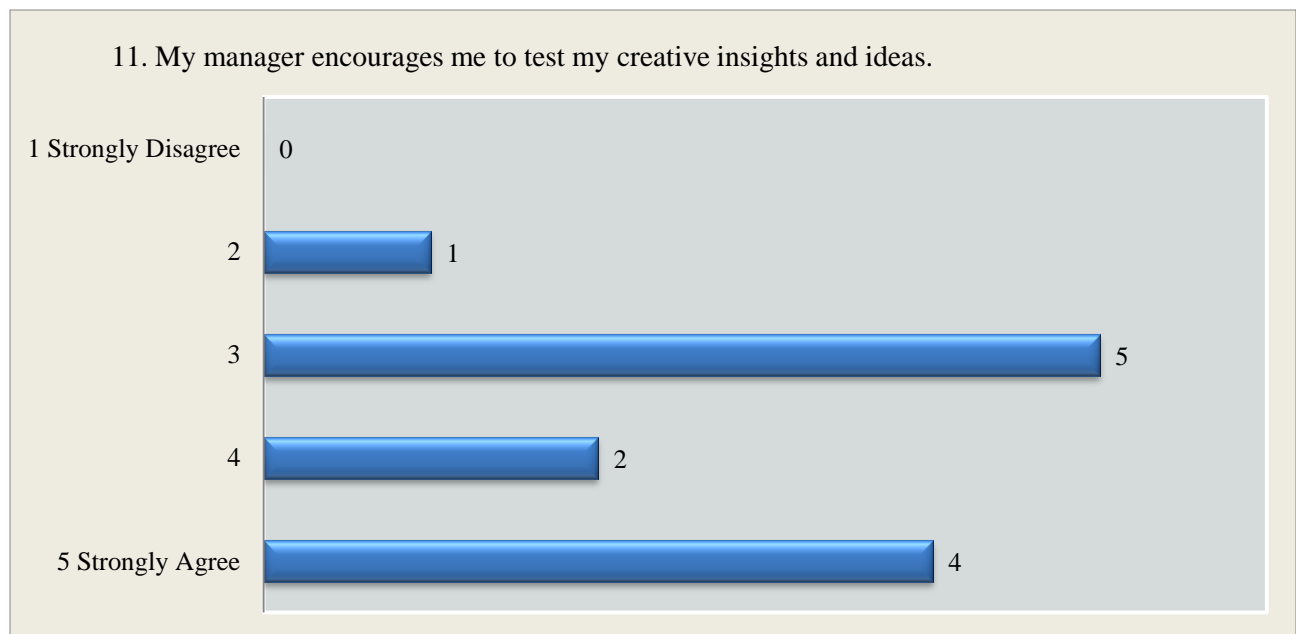
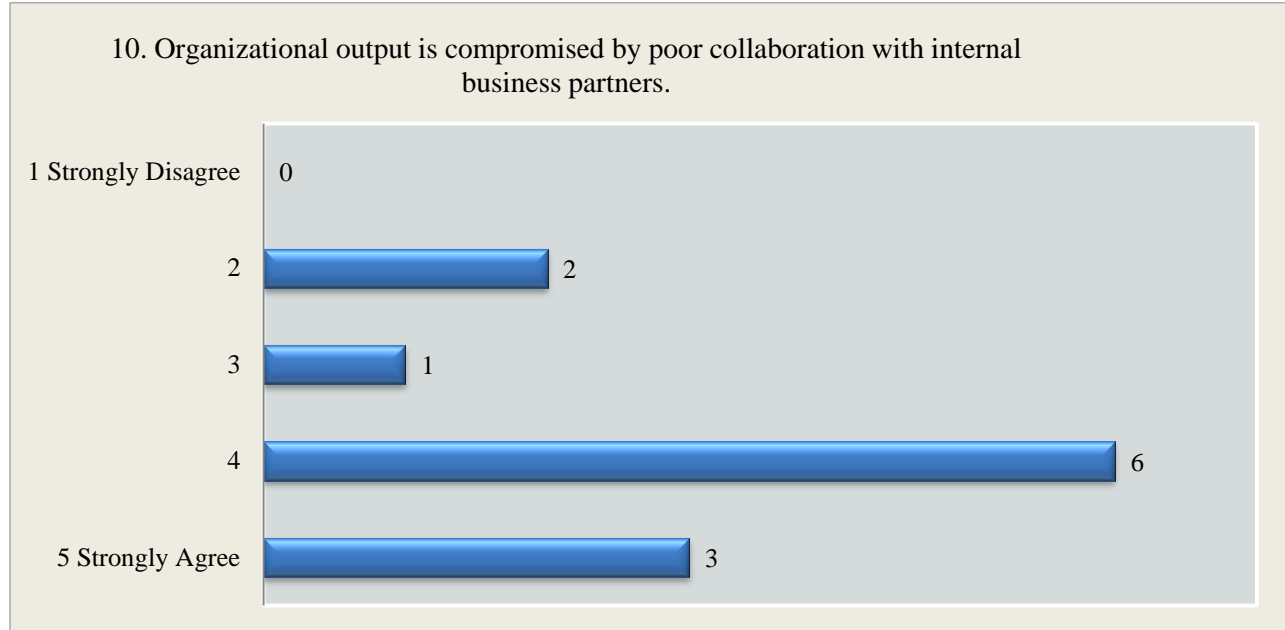
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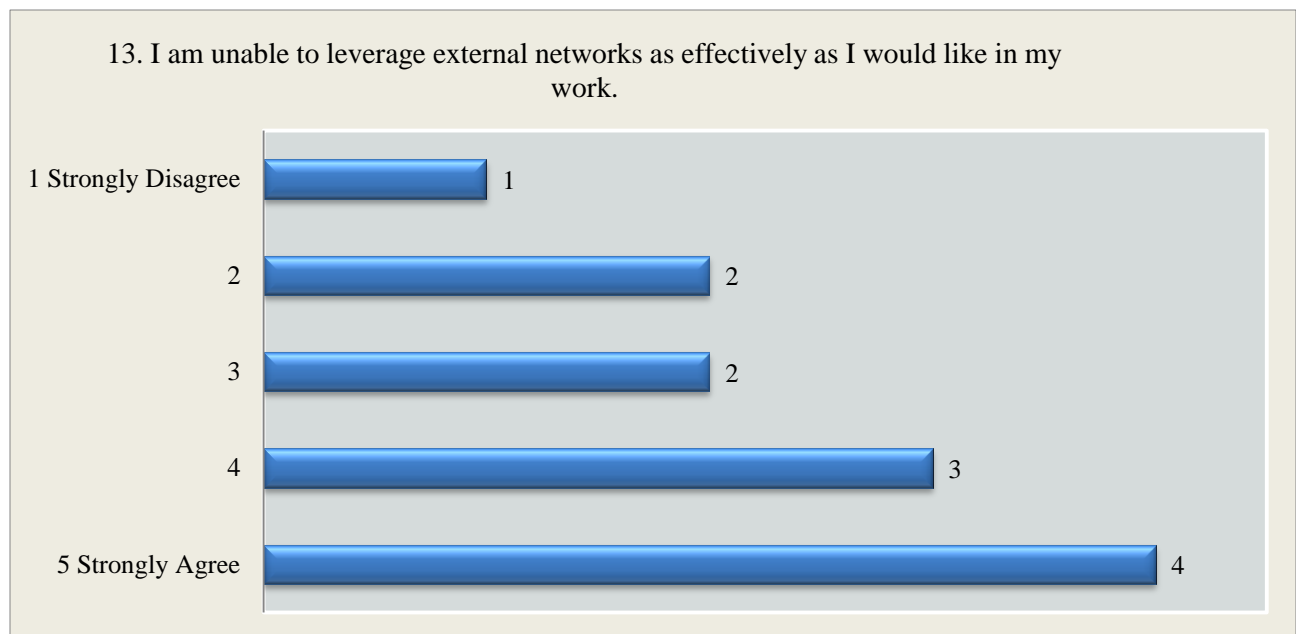
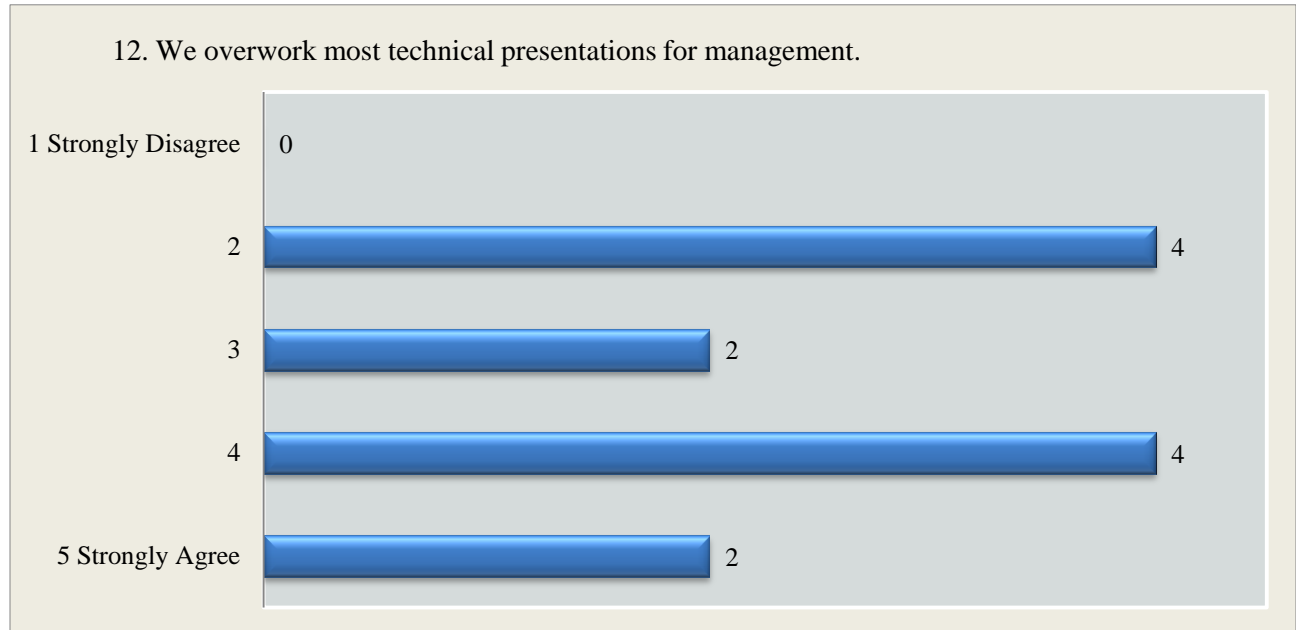
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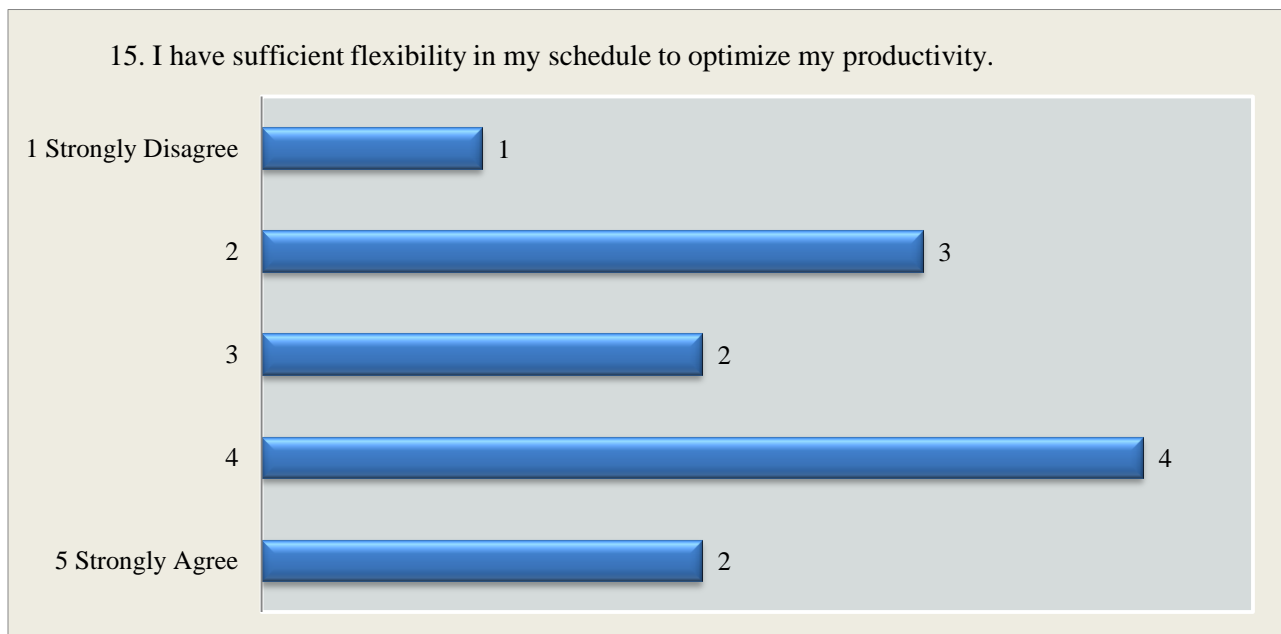
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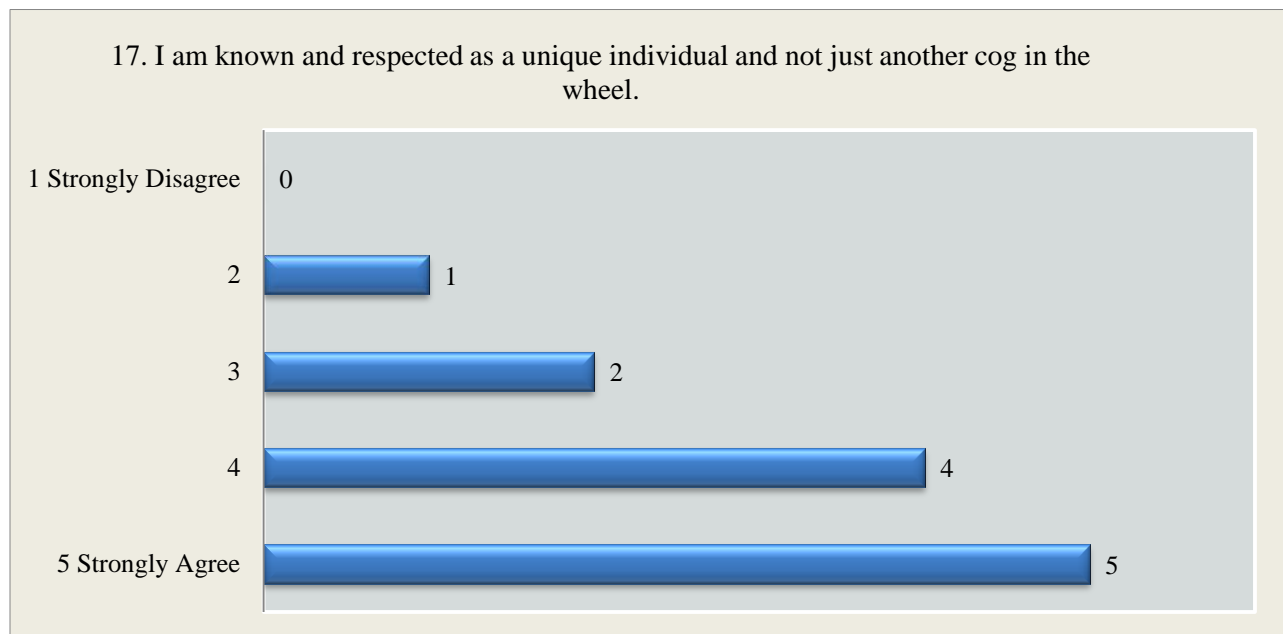
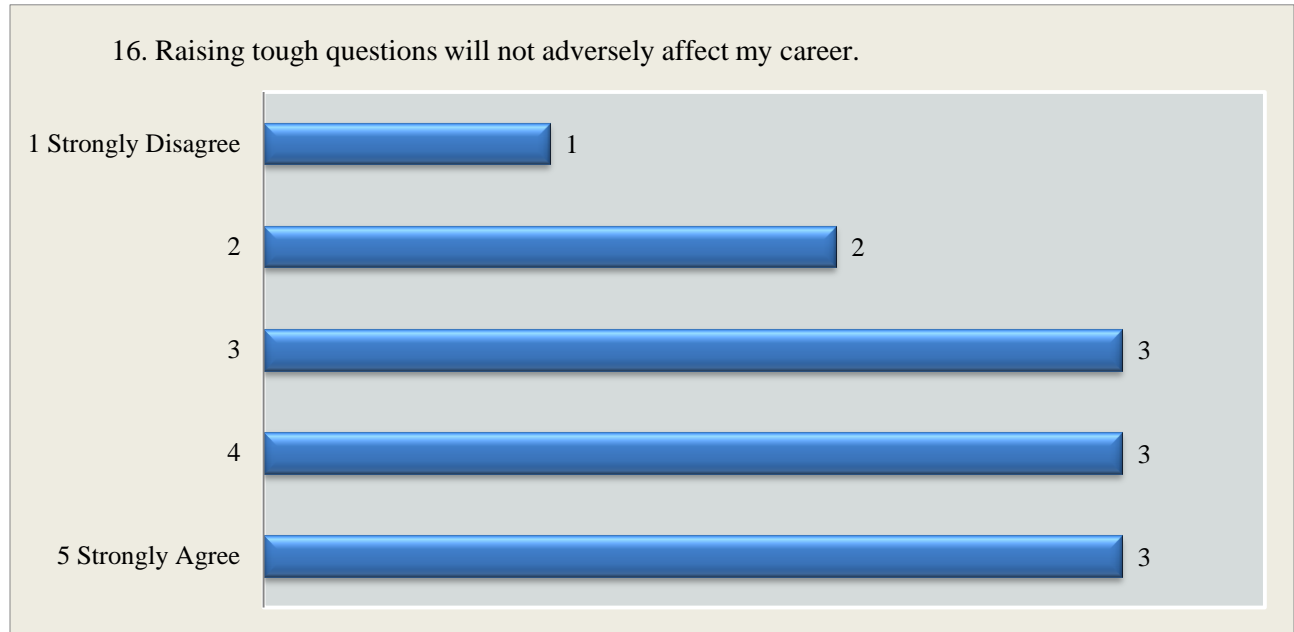
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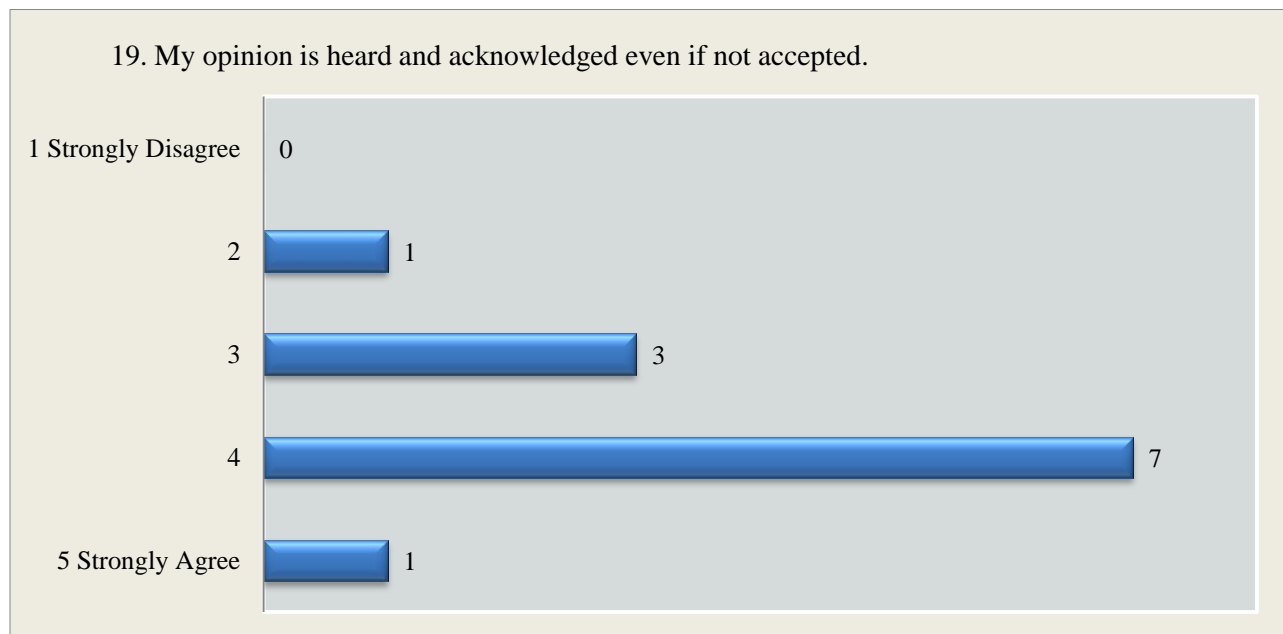
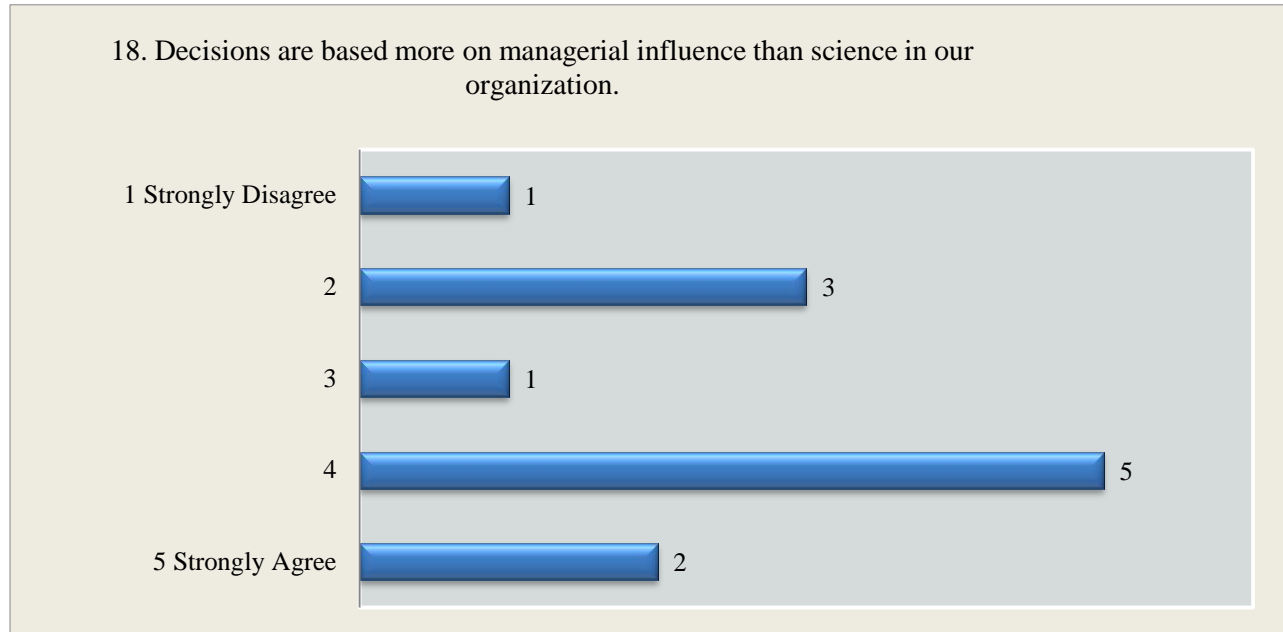
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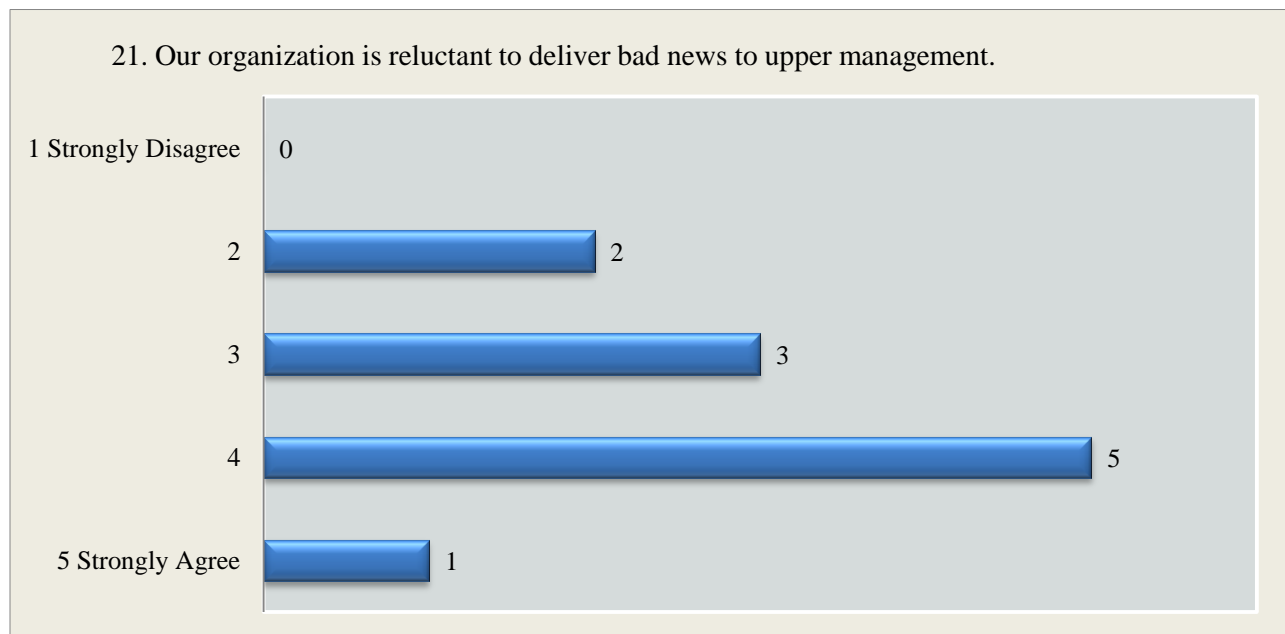
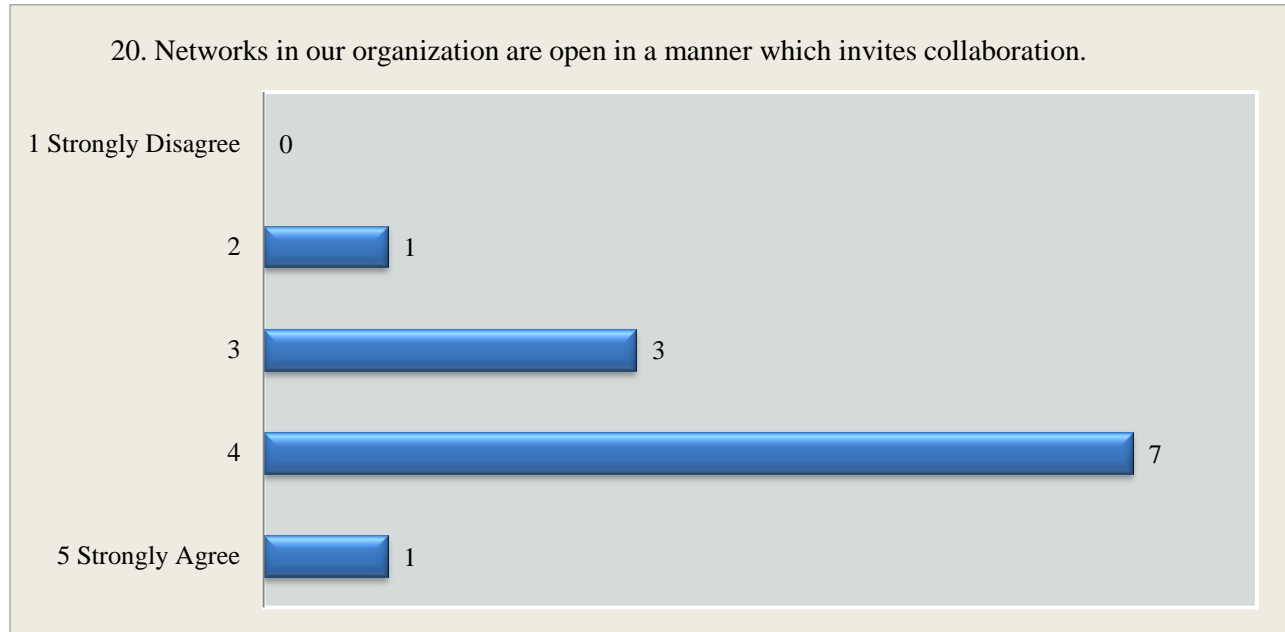
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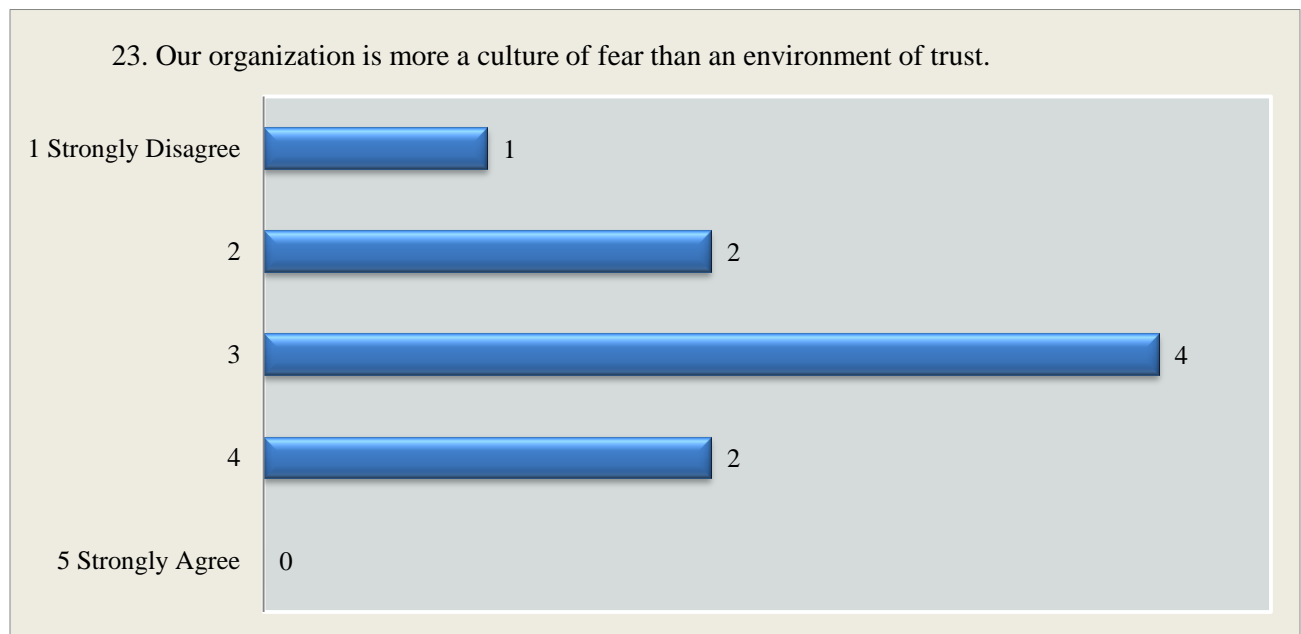
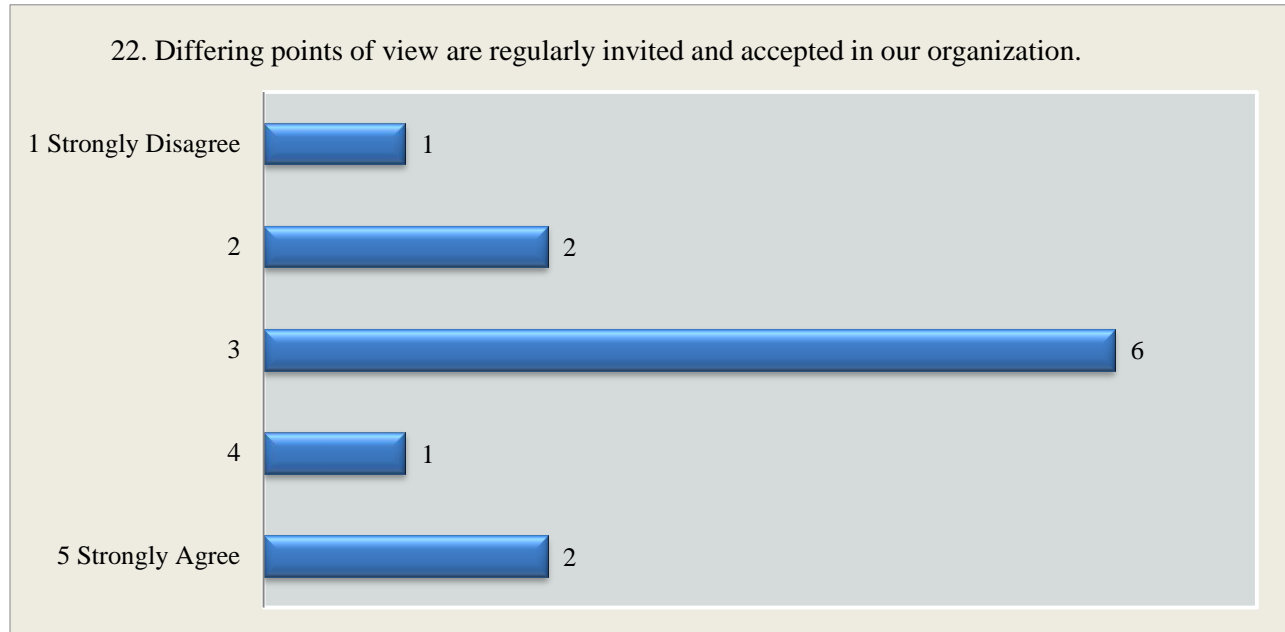
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