



# Sustainability

*Innovation capability that endures requires ongoing investment, learning, and renewal. This final health check examines how well your organization is building innovation as a lasting, self-reinforcing capability.*

### HOW TO USE THIS HEALTH CHECK

Rate your organization honestly against each statement using the 1–5 scale below. Be specific: base your rating on evidence and observable behavior, not aspiration.

Statement	1 Strongly Disagree	2 Disagree	3 Neither	4 Agree	5 Strongly Agree
Innovation is treated as a long-term capability investment, not a short-term program or initiative.					
We systematically measure and report on the health of our innovation capability over time.					
We invest in developing innovation skills and mindsets at all levels of the organization.					
Our innovation efforts are resilient to leadership changes, budget pressures, and strategic shifts.					
We regularly benchmark our innovation capability against peers and best-in-class organizations.					
We have a community of internal innovation champions who sustain momentum between formal programs.					
The organization learns from both its innovation successes and failures and applies those lessons systematically.					
Innovation is genuinely embedded in how we work day-to-day, not confined to special projects or off-sites.					

### SCORING GUIDE (add up your ratings for a total out of 40)

Score	What it suggests
32–40	Strong foundation — identify what you are doing well and how to sustain it.
24–31	Developing capability — some good practices exist but important gaps remain.
16–23	Significant barriers — focused investment and change needed in this area.
Below 16	Critical risk — this barrier is likely limiting innovation organization-wide.

**Reflection prompt:** *Is innovation in your organization a genuine ongoing capability or a series of disconnected initiatives? What would make your innovation efforts more self-sustaining?*

### NOTES