



# Organizational Psychology

*The culture, mindsets, and psychological environment of your organization may be the single most powerful enabler—or inhibitor—of innovation. This health check explores the human side of your innovation ecosystem.*

### 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
People across our organization genuinely believe that innovation is part of their role, not just something for a specialist team.					
Failure is treated as a source of learning rather than a reason for blame or punishment.					
Constructive challenge of the status quo is welcomed and rewarded at all levels.					
Leaders model the innovative behaviors they want to see in others.					
People feel they have the autonomy to experiment and try new approaches in their work.					
We actively work to identify and reduce fear—of failure, of judgement, of rocking the boat—as a barrier to innovation.					
Collaboration and knowledge sharing across teams and functions is the norm, not the exception.					
We have a shared language and set of values around innovation that reinforces the right behaviors.					

### 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:** *What are the two or three psychological barriers most limiting innovation in your organization? What leadership behaviors are reinforcing those barriers?*

### NOTES