

READINESS THINKING TOOL [®]

$$R = MC^2$$

Readiness Motivation
Innovation-Specific Capacity
General Capacity

This form can help you think about an organization's readiness to implement a new program, policy, practice or process.

1. Write down the innovation you are considering: _____
2. Reflect and consider whether the areas below are challenges or a strength for your innovation. Discuss your rationale with colleagues also involved in implementation.

| Motivation | Degree to which we want the innovation to happen. | Challenge | Strength | Unsure |
|--|--|-----------|----------|--------|
| Relative Advantage | This innovation seems better than what we are currently doing. | | | |
| Compatibility | This innovation fits with how we do things. | | | |
| Simplicity | This innovation seems simple to use. | | | |
| Ability to Pilot | Degree to which this innovation can be tested and experimented with. | | | |
| Observability | Ability to see that this innovation is leading to outcomes. | | | |
| Priority | Importance of this innovation compared to other things we do. | | | |
| Innovation-specific Capacity | What is needed to make this particular innovation happen. | | | |
| Innovation-specific Knowledge & Skills | Sufficient abilities to do the innovation. | | | |
| Champion | A well-connected person who supports and models this innovation. | | | |
| Supportive Climate | Necessary supports, processes, and resources to enable this innovation. | | | |
| Inter-organizational Relationships | Relationships between organizations that support this innovation. | | | |
| Intra-organizational Relationships | Relationships within organization that support this innovation. | | | |
| General Capacity | Our overall functioning. | | | |
| Culture | Norms and values of how we do things here. | | | |
| Climate | The feeling of being part of this organization. | | | |
| Innovativeness | Openness to change in general. | | | |
| Resource Utilization | Ability to acquire and allocate resources including time, money, effort, and technology. | | | |
| Leadership | Effectiveness of our leaders. | | | |
| Internal Operations | Effectiveness at communication and teamwork. | | | |
| Staff Capacities | Having enough of the right people to get things done. | | | |
| Process Capacities | Ability to plan, implement, and evaluate. | | | |



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Discussion Questions

Which is currently the greatest challenge for implementation?

Where would more information and data be helpful? How can you get this data?

Which is the greatest strength?

Where do you have differences with your colleagues?

Which areas do you think would be most important to address early on in your project?

