READINESS THINKING TOOL ®

This tool can help you think about your organization’s readiness to implement a program, policy, practice or process. While reflecting on the subcomponents below, think about the current level of readiness your organization has for this innovation. Determine your level of agreement with each subcomponent’s statement for your organization. Discuss with your implementation team the rationale and reasoning behind your determination and then check the column that best indicates your current level of agreement.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Motivation  | Degree to which an organization wants the innovation to happen. | Disagree | Partially Agree | Strongly Agree | 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** | This innovation can be tested and experimented with. |  |  |  |  |
| **Observability** | We have the ability to see that this innovation is leading to outcomes. |  |  |  |  |
| **Priority** | This innovation has a high level of importance compared to other things we do. |  |  |  |  |
| Innovation-specific Capacity | What is needed to make this particular innovation happen. |  |  |  |  |
| **Innovation-specific Knowledge & Skills** | We have sufficient abilities to do the innovation. |  |  |  |  |
| **Champion** | There is a well-connected person who supports and models this innovation. |  |  |  |  |
| **Supportive Climate** | We have the necessary supports, processes, and resources to enable this innovation. |  |  |  |  |
| **Inter-organizational Relationships** | We have the necessary relationships between organizations that support this innovation. |  |  |  |  |
| **Intra-organizational Relationships** | We have the necessary relationships within organization that support this innovation. |  |  |  |  |
| General Capacity | The organization’s overall functioning. |  |  |  |  |
| **Culture** | We have clear norms and values of how we do things here. |  |  |  |  |
| **Climate** | People have a strong sense/feeling of being part of this organization. |  |  |  |  |
| **Innovativeness** | Our organization is open to change in general. |  |  |  |  |
| **Resource Utilization** | Our organization has the ability to acquire and allocate resources including time, money, effort, and technology. |  |  |  |  |
| **Leadership** | Our organization has effective leaders. |  |  |  |  |
| **Internal Operations** | Our organization has effective communication and teamwork. |  |  |  |  |
| **Staff Capacities** | Our organization has enough of the right people to get things done. |  |  |  |  |
| **Process Capacities** | Our organization has the ability to plan, implement, and evaluate. |  |  |  |  |

Which subcomponent(s) of readiness did you rate as “disagree”? Which did you rate as “strongly agree”? What evidence is there to support your ratings? Who needs to be at the table to build your team’s level of readiness? Where do you have differences in opinion with your colleagues? What sort of support or coaching would be needed to further build your readiness in these subcomponents?

For more information, please contact Dr. Abraham Wandersman at wandersman@sc.edu or check out the Wandersman Center at [Wandersmancenter.org](wandersmancenter.org).