



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 strengths 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	The 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 an 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 of communication and teamwork.			
Staff capacities	Having enough of the right people to get things done.			
Process capacities	Ability to plan, implement, and evaluate.			





READINESS THINKING TOOL [®]

$$R = MC^2$$

Readiness Motivation
Innovation-Specific Capacity
General Capacity

Principles of Readiness

- 1) *Readiness isn't one thing; it is combination of motivation, innovation-specific capacity, and general capacity*
- 2) *Readiness can change over time*
- 3) *Readiness is important throughout implementation*
- 4) *Readiness is innovation-specific*
- 5) *Readiness can vary across levels of implementation*
- 6) *Readiness can be built*

Discussion Questions

- *Which is currently the greatest challenge for implementation?*
- *Which is the greatest strength?*
- *Where would more information and data be helpful? How can you get this data?*
- *Where do you have differences with your colleagues?*
- *Which areas do you think would be most important to address early on in your project?*

