This form can help you think about an organization’s readiness to implement a program or change. Consider whether the areas below are challenges or a strength for your innovation. Discuss with your colleagues also involved in implementation.

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| --- | --- | --- | --- | --- |
| Motivation | Degree to which we want the innovation to happen. | Challenge | Strength | Unsure |
| Relative Advantage | This innovation seems better than what we currently do. |  |  |  |
| Fit | 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. |  |  |  |
| Urgency | The timing of the innovation’s implemenation |  |  |  |
| 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. |  |  |  |

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| ***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****What is the greatest implementation challenge currently?* *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?* |