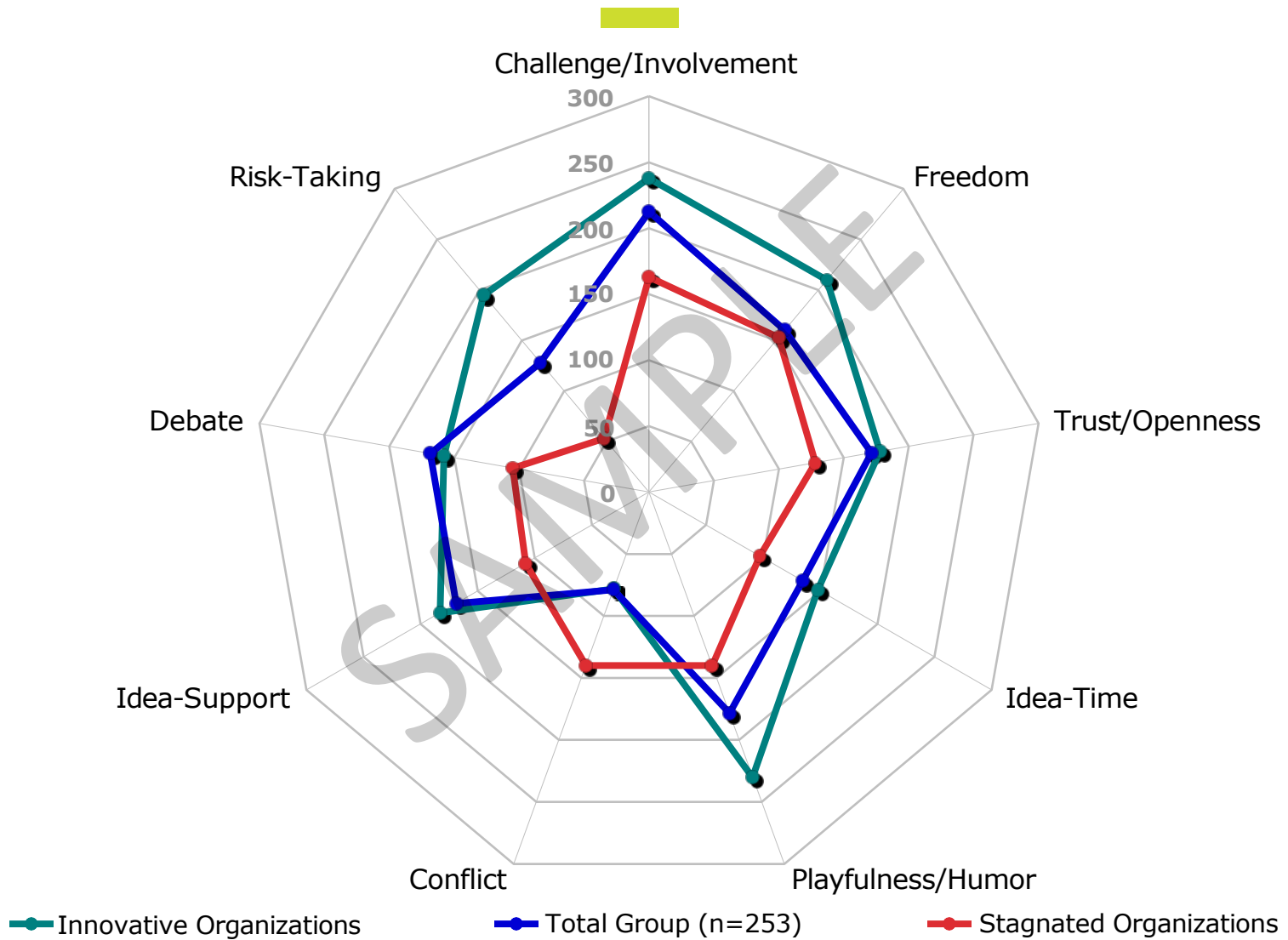


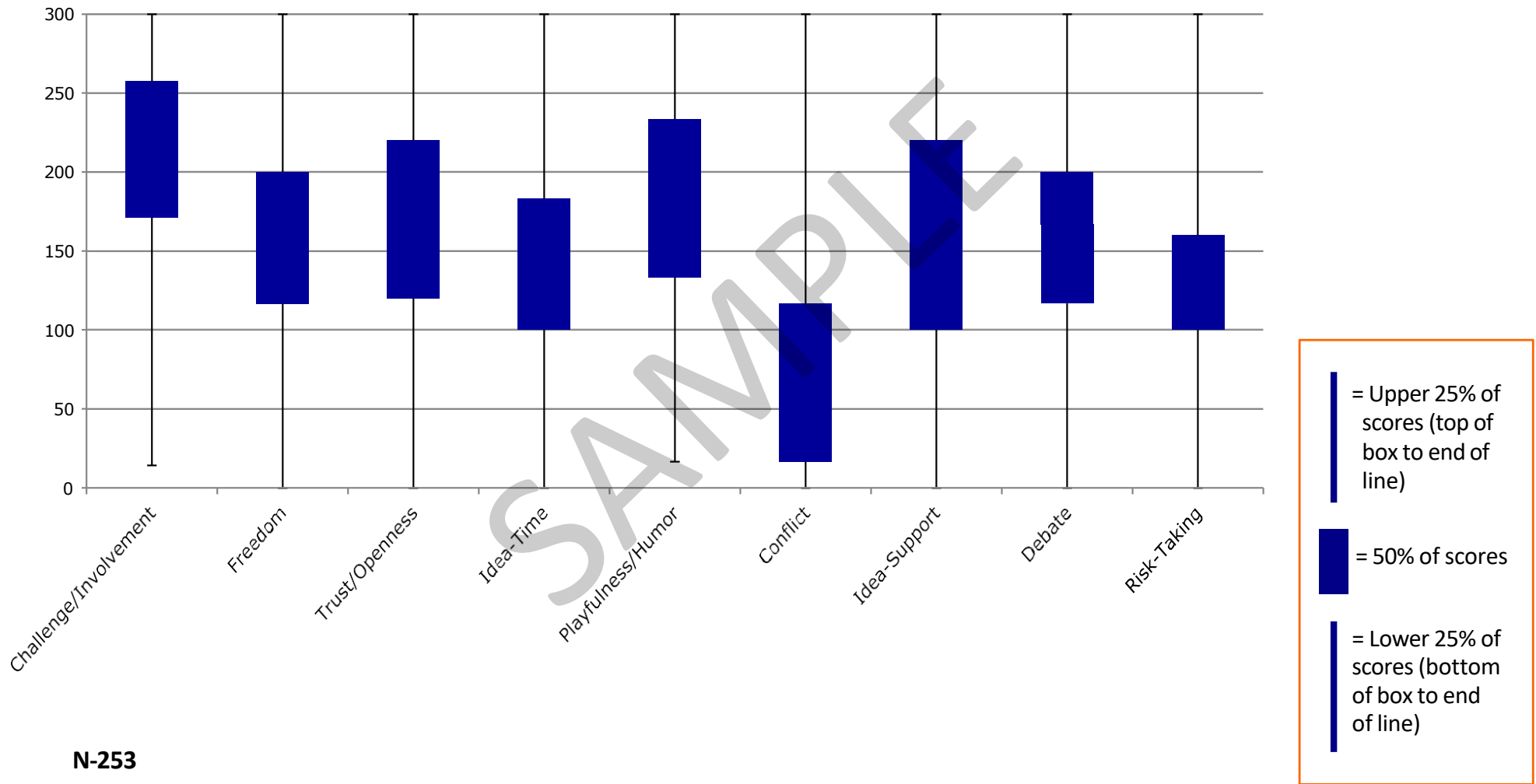
## Team/Organization Compared to Benchmark: Date

Climate Dimensions	Innovative Organizations	Total Group	Stagnated Organizations
<b>Challenge/Involvement</b>	238	213	163
<b>Freedom</b>	210	160	153
<b>Trust/Openness</b>	178	171	128
<b>Idea-Time</b>	148	135	97
<b>Playfulness/Humor</b>	230	178	140
<b>Conflict</b>	78	79	140
<b>Idea-Support</b>	183	169	108
<b>Debate</b>	158	168	105
<b>Risk-Taking</b>	195	128	53
<b>Sample Size</b>		<b>253</b>	

# Team/Organization Compared to Benchmark: Date



# Team/Organization Spread of Scores: Date



# Narrative themes



1. What aspect of your working environment is **most helpful** in supporting your creativity?
  - Openness to new thinking and ideas
  - Collaboration, within and across teams
  - Autonomy and flexibility in approach to work
  - Time to dedicate to creative thinking

Note: Narrative Themes compiled by SOQ Practitioners

# Narrative themes



2. What aspect of your working environment **most hinders** your creativity?

- Not focused on the right things
- Lack of objective information and understanding
- No real autonomy to make decisions
- Too many and unproductive meetings

Note: Narrative Themes compiled by SOQ Practitioners

# Narrative themes



3. What is the most important **action you would take personally** to improve the climate for creativity in your working environment?
- Enable more autonomy and effective decision making
  - Create more efficiencies in process
  - Set clear expectations and priorities
  - Actively build relationships with counterparts in other functions

Note: Narrative Themes compiled by SOQ Practitioners