# Entrepreneurship and Innovation Questionnaire

**These are the 25 Factors included in the questionnaire. You are asked to provide your opinion on a sliding scale.**

**On completing the questionnaire you receive immediately a customized report and a score.**
**You can change your responses at any time by logging back in with your e-mail and password.**

| Factor - Question | Extreme left of scale | Extreme right of scale |
|---|---|---|
| **1.** Management's emphasis is on short-term versus long-term profit. | Emphasizes very short term | Emphasizes very long term |
| 2. Management explicitly looks for or has no interest in innovation. | Explicit objectives for innovation. | Has no interest in innovation. |
| 3. Management's has tolerance for mavericks or not. | A lot of tolerance. | Very little tolerance |
| 4. Planning emphasizes rationing resources or identifying opportunities. | Very much rations resources. | Focus is on identifying opportunities. |
| 5. Management's tolerance for failure or not. | Very high tolerance for failure. | Very low tolerance for failure. |
| 6. Leaders emphasize management of people and their interactions or not. | Little emphasis on people. | Very much emphasize people management. |
| 7. Corporation provides career ladders, powers and titles for innovators or not. | Innovators have limited career opportunities. | Innovators have careers and recognition. |
| 8. Corporation is tolerant towards variances from the corporate norm or not. | Corporation highly tolerates differences. | Corporation has little tolerance for differences. |
| 9. Management's tolerance for uncertainty (as distinct from risk) in the planning process or not. | Plans have a very low tolerance for risk. | Plans have a very high tolerance for risk. |
| 10. The style of communication within the organization. | Communication is highly informal. | Communication is highly formal. |
| 11. Management's discourages or encourages use of independent work groups for special purposes. | Use of independent work groups is greatly encouraged. | Use of independent work groups is greatly discouraged. |
| 12. Management makes decisions with lots of input from the rest of the corporation or not. | Little consultation. | Lots of input is sought. |
| 13. Decision process is elaborate and formal versus short and informal. | Process is short and informal. | Process is elaborate and formal. |
| 14. The corporation has specific mechanisms available for rewarding innovation or not. | Mechanisms exist for rewarding innovation. | No mechanisms for rewarding innovation. |
| 15. The organization is planning-oriented versus action-oriented. | Organization is prone to planning and analysis. | Organization is prone to action with little planning. |
| 16. Management has an open and relaxed attitude towards mergers, acquisitions, joint ventures and divestitures or not. | Very open attitude to mergers and acquisitions. | Very closed attitude to mergers and acquisitions. |
| 17. Management expects people to be totally devoted to the corporation or makes room for personal development. | Insists all time and effort are devoted to corporate objectives. | Really encourages personal development. |
| 18. The organization has a decentralized or centralized hierarchy. | Highly decentralized hierarchy. | Highly centralized hierarchy. |
| 19. Resources (budget, personnel, time, etc.) are generally available for new ventures or not. | Few resources are ever available. | Resources are generally available. |
| 20. Extent of staff involvement (as opposed to line involvement) in the decision process. | Little staff involvement in decisions. | Lots of staff involvement in decisions. |
| 21. Innovators tend to stay with the organization or leave. | Innovators stay with the corporation. | Innovators leave the corporation. |
| 22. The organization has or has not an innovative tradition. | Corporation has not tradition of innovation. | Corporation has a fine reputation for innovation. |
| 23. The R&D budget is less or more than the competition. | R&D spending is much less than the competition's spending. | R&D sp[ending greatly exceeds competition's spending. |
| 24. Innovation is perceived as decreasing or increasing. | Innovation is decreasing rapidly. | Innovation is increasing rapidly. |
| 25. Employee organizations discourage or encourage innovation. | Organizations encourage innovation. | Organizations discourage innovation. |