

Innovation Team Member: Performance Review for _____

I	Project Work (25%)	Rarely	Some times	Often	Very Often	Always	
1	Develops and communicates a clear vision, plan, and status for innovation project(s)	1	2	3	4	5	
2	Follows through on commitments	1	2	3	4	5	
3	Keeps focus to maintain speed while adapting to the changing information landscape	1	2	3	4	5	
4	Holds self and the team accountable for getting results	1	2	3	4	5	
5	Shares learnings and gains support in a relevant and compelling way with the team and the larger organization	1	2	3	4	5	Sub-Total
	Add numbers in each column, then the total.						

II	Outside-in Perspective (25%)	Rarely	Some times	Often	Very Often	Always	
1	Makes decisions based on an in-depth understanding of customer needs	1	2	3	4	5	
2	Stays abreast of changing industry and market conditions	1	2	3	4	5	
3	Shares customer and market knowledge with others in the Hub	1	2	3	4	5	
4	Engages people with different points of view inside and outside company	1	2	3	4	5	
5	Observes the activities of customers, suppliers, or other organizations	1	2	3	4	5	Sub-Total
	Add numbers in each column, then the total.						

III	Idea Generation (10%)	Rarely	Some times	Often	Very Often	Always	
1	Challenges the status quo or conventional ways of doing things	1	2	3	4	5	
2	Draws analogies from other disciplines, companies or industries	1	2	3	4	5	
3	Experiments with new ideas and approaches	1	2	3	4	5	
4	Builds on the ideas of team members	1	2	3	4	5	
5	Tests critical assumptions to assess idea viability	1	2	3	4	5	Sub-Total
	Add numbers in each column, then the total.						

IV	Team Collaboration (20%)	Rarely	Some times	Often	Very Often	Always	
1	Demonstrates authenticity and professionalism in interactions with stakeholders	1	2	3	4	5	
2	Conducts meetings in a way that builds trust and mutual respect and engenders team spirit	1	2	3	4	5	
3	Encourages an open airing of problems and differences of opinion; seeks creative and constructive ways to resolve conflicts	1	2	3	4	5	
4	Exhibits commitment to personal growth and success of each other	1	2	3	4	5	
5	Supports and coaches team members	1	2	3	4	5	Sub-Total
	Add numbers in each column, then the total.						<input style="width: 40px; height: 20px;" type="text"/>

V	Self-development (20%)	Rarely	Some times	Often	Very Often	Always	
1	Learns new concepts and tools and applies them to project work	1	2	3	4	5	
2	Perseveres in the face of adversity; handles failure in a graceful way and draws learnings to share with others; continues to remain optimistic	1	2	3	4	5	
3	Develops a comfort-level with uncertainly and ambiguity	1	2	3	4	5	
4	Leads by example; Hones skills to becomes an innovation process champion and a role model for innovation	1	2	3	4	5	
5	Navigates the larger organization with ease and efficiency	1	2	3	4	5	Sub-Total
	Add numbers in each column, then the total.						<input style="width: 40px; height: 20px;" type="text"/>

	Project Work	Outside-in Perspective	Idea Generation	Team Collaboration	Self-Development	Total
Weighting	25%	25%	10%	20%	20%	100%
Number						
Total						