

## The Innovation Barometer – Workplaces

The questionnaire is sent to a selection of public sector workplaces. Here, we'll use Preschool Test as an example.

The questionnaire is aimed at the following workplace: Preschool Test. Please answer the questions for this workplace, and not for the whole organisation or another part of it. When you have finished answering the questionnaire, you will have the opportunity to email the questionnaire, including your answers, to an email address of your choice. You can take a break from answering the questions and come back later by clicking on the questionnaire link in the email again. You'll need to wait for 15 minutes between these occasions. All answers that you've given before are saved when you click on the 'Next' button and move to the next page. Please note that you may get different follow-up questions depending on your previous answers. Click on 'Next' at the bottom right to go to the first question!

### Introduction

There are different ways to define innovation. Here, what we mean by innovation is a new or significantly changed way of improving the activities and results of the workplace. The innovation is new to the workplace, but previous usage by others and development by others is fine; ergo, it doesn't need to have been developed by you.

An innovation can be a:

- new or significantly changed process or way of organising work
- new or significantly changed way of communicating
- new or significantly changed product
- new or significantly changed service

Put simply, an innovation is something new that is useful!

### 1. Have you, over the past two years, introduced one or more innovations in the workplace?

- Yes (go to Q2)
- No (go to Q1.2)
- Don't know (go to Q1.2)

### 1.2 You answered that no innovation has been introduced during the period. Has any work with the development of innovations been initiated over the past two years?

- Yes (go to Q7, then Q13)
- No (go to Q13)
- Don't know (go to Q13)

If you have introduced several innovations, think about the most recently introduced innovation in the workplace when answering the following questions.

## **2. What type of innovation has been introduced?**

*One innovation can constitute several types of innovation simultaneously. It can for instance be both a new service and a new process. You may indicate several options.*

- New or changed way of organising work, such as new processes or modus operandi
- New or changed way of communicating
- New or changed product
- New or changed service

## **3. How big of a change has the innovation contributed?**

- The innovation differs significantly from what we've done before
- The innovation is a gradual improvement of what we've done before

## **4. Is the innovation the first of its kind, inspired by another solution and adapted to your workplace, or a copy of another solution?**

- The innovation is the first of its kind
- The innovation is inspired by another solution and adapted to this workplace
- The innovation is, largely, a copy of another solution
- Don't know

*Free text question*

## **5. Please provide a brief description of the innovation:**

## **6. Why did you introduce the innovation in the workplace?**

- Management requested it
- We saw the need, and looked actively for a solution
- We came across the innovation and realised its usefulness

## **7. Which factors led to work with the innovation being initiated?**

*You may indicate several options*

- Needs and expectations of those we are here for
- Societal challenges that demand that we work in a different way
- Demands for money-saving and streamlining
- The desire to be an attractive employer
- Ideas and initiatives from employees and managers in [sector]
- Needs and expectations of customers and inhabitants
- Demands and expectations from political management
- New legislation and rules
- Other, please describe (*free text*)
- Don't know

**8. Did you collaborate with any of the following in the development of the innovation?**

*You may indicate several options*

- Customers/Users/Inhabitants
- Other workplaces in our municipality
- Central function in our municipality
- Similar workplaces in our municipality
- State authorities (except universities)
- Universities or foundations
- Workplaces in regions/county councils
- Voluntary organisations/associations
- Private companies (e.g. consultants, suppliers and/or other private partners)
- No, no collaboration with others outside our workplace around innovation

**9. How is the innovation financed?**

*You may indicate several options*

- The workplace's own budget
- Special fund or centrally controlled means in [sector]
- State grant (e.g. Vinnova)
- Foreign means (e.g. the EU or Scandinavia)
- Other way, please state how:
- Don't know

**10. Have you actively done anything to spread the innovation outside the workplace?**

- Yes (go to Q10.1)
- No (go to Q11)
- Don't know (go to Q11)

**10.1 In what ways have you tried to spread the innovation outside the workplace?**

*You may indicate several options*

- Own website or newsletter
- Social media (Facebook, Twitter, LinkedIn)
- Published documents, such as brochures or reports
- Participation in news media (newspaper, TV/radio, online)
- Participation in conferences and seminars
- Talked or lectured about the innovation in other workplaces
- Organised a physical meeting in the workplace with the purpose of informing other workplaces (study visit, lecture)
- Other way, please state how: *(free text)*
- Don't know

**11. In general, what have you achieved with the innovation?**

*You may indicate several options*

- Better quality
- Increased efficiency (the same results, using fewer resources)
- More satisfied employees (employee benefit)
- Increased inhabitant involvement/participation
- Other, please state what: *(free text)*

**12. How have you followed up on the effects of the latest innovation?**

*You may indicate several options*

- Surveys among inhabitants and/or businesses
- Surveys among public sector workplaces that the innovation is aimed at
- Surveys among employees
- Professional assessments by the workplace itself
- Testing of stated goals for the innovation
- Other way, please state how: *(free text)*
- No follow-up has been done
- Don't know

**13. Below is a list of factors that are associated with innovation ability. Which of these factors characterise your workplace?** *The previous questions have related to one specific innovation, but here we would like you to think in a general way when making your assessment.*

*You may indicate several options*

- There is access to financing for new innovations
- There is access to competence, such as expert knowledge
- There is time to work with innovations
- In the workplace, we collaborate around the development of innovations
- In the workplace, we collaborate with outside parties around the development of innovations
- There are methods, tools or processes intended to support work with innovation
- There is a clear idea or goal that describes what work with innovation should lead to
- Top management or politicians have expressed their support for innovation
- There is a culture that promotes experimentation and risk-taking
- There is a culture that is characterised by trust
- Other factor, please describe...

*Free text question:*

**14. What do you, in your workplace, experience as having been the biggest challenge for the development of innovations over the past two years?**

Thank you for taking the time to respond to this questionnaire! If you have any further comments or views, we are happy to receive them here: