

CULTIVATE A LAB MINDSET READINESS ASSESSMENT

Use the survey below to assess the extent to which a **lab mindset** is infused throughout your organization – the areas where you excel, and the areas that leave room for improvement.

- 5 = True for our organization 4 = We're making great progress 3 = We're on the journey, but a long way to go 2 = It's on our agenda, but not yet started 1 = Not true for our organization

		SCORE
CULTURE	We have established innovation success metrics for top executives and communicate them consistently to all teams	
	We actively celebrate “failure” by exploring the learnings in debriefs, communicating these, and creating a culture where participation in experiments is seen as positive	
	We reward employees for their contribution, not just results, and have codified behaviors that support tenacity, proactivity, and experimentation	
TOOLS & FRAMEWORK	We have established procedures and structures to set up interdisciplinary task forces on projects in areas outside our core business	
	We use descriptive talent analytics to ensure the deployment of diverse team members to ensure task forces are infused with people of different backgrounds, skillsets and interests	
	We provide access to innovation skills training and have innovation development courses as part of our L&D roadmap	
	We have rotation programs that cut across geographies and functional disciplines throughout the enterprise to encourage the cross-fertilization of ideas and experiences	
	We enable experimentation by providing access to sanitized employees’ data, talent analytics, and intellectual capital to support teams in testing business hypotheses	
	We have a dedicated innovation budget, separate from “business as usual” funds, and sufficient to invest in a few bets	
	We implement tools (such as Facebook Workplace, Microsoft Teams or Slack) to foster collaboration between employees	
A LAB MINDSET FOR HR	We empower HR team members to develop HR process prototypes and run pilot projects that will transform how we manage talent and interact with employees	
	The HR team has access to, and deploys broad use of, employee and customer data to identify challenges and to inform talent management innovations	
	HR deploys predictive workforce analytics to test hypotheses of new HR practices and run local A/B experiments	
	HR routinely uses data from predictive workforce analytics and gathers evidence from the results of pilot projects to gain executives’ support for new HR processes	
	HR partners extensively with internal and external stakeholders and employees to integrate their experience and advice as we test innovations in our people practices	
TOTAL		

If your organization scored...

- 51-75 points** Best practice organization. You have the mindset, tools and data-driven approach to spur innovation
- 26-50 points** Your organization could benefit from enhanced tools and culture change to drive innovation
- 0-25 points** It's time to accelerate progress on the behaviors, frameworks and technology that infuse a lab mindset throughout your organization



Keen to improve your score? Visit www.mercer.com to get in touch.

To learn more download the full Point of View paper, available at <https://www.mercer.com/our-thinking/career/cultivating-lab-mindset.html>