



# Cultural Assets for Innovation

## Is your ministry setting's culture fertile ground for innovation?

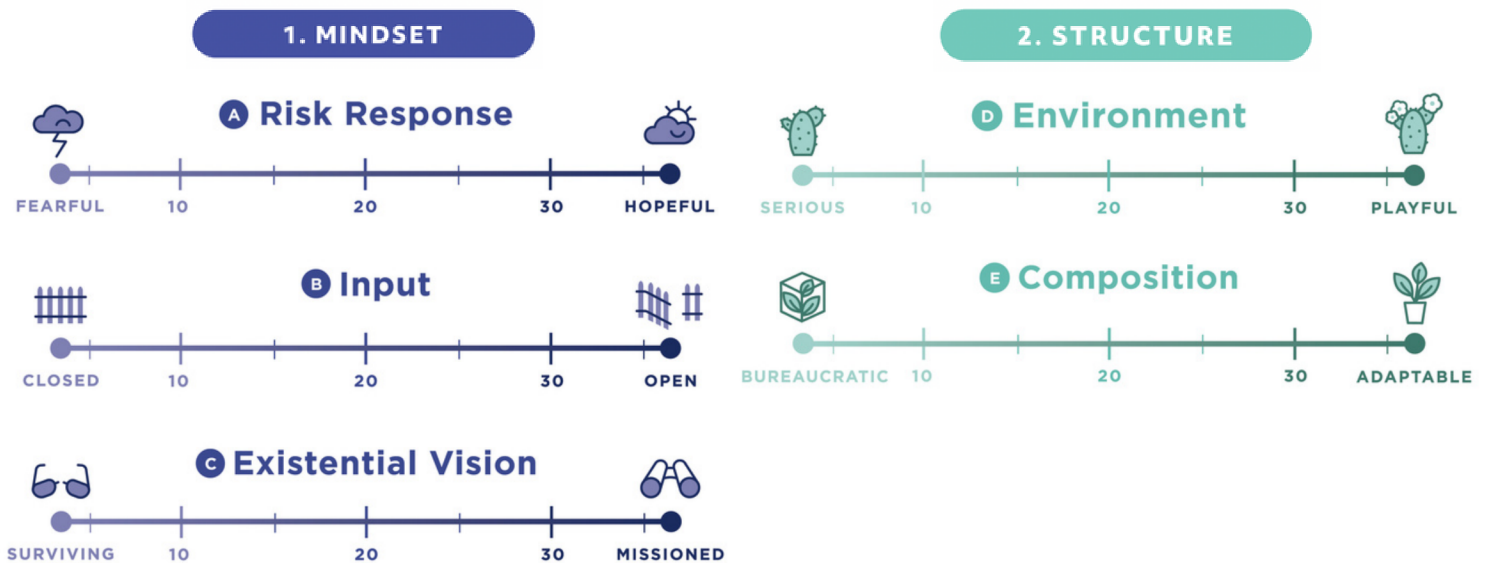
To borrow a metaphor from Jesus and gardening, a faith community's organizational culture is the soil into which an innovative ministry seed is planted. Faith communities need to tend the soil before they're able to enact change effectively. Doing so greatly increases the likelihood innovation will take root.

*Cultivating an innovation culture "is about cultivating a mindset among people in an organization that everyone is actively engaged in innovation on a daily basis and that everyone's actions can add up to the overall cultural behavior of the organization."*  
— Innovation expert Dr. Vijay Kumar, *101 Innovation Design Methods*

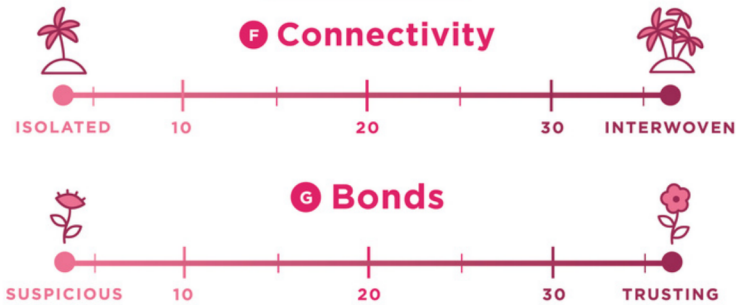
Drawing on the Lab's Innovation Culture Index (ICI) resource, let's look at your faith community's outlook and attitude in the nine key areas that impact your ability to innovate.

## Nine Indicator Scales

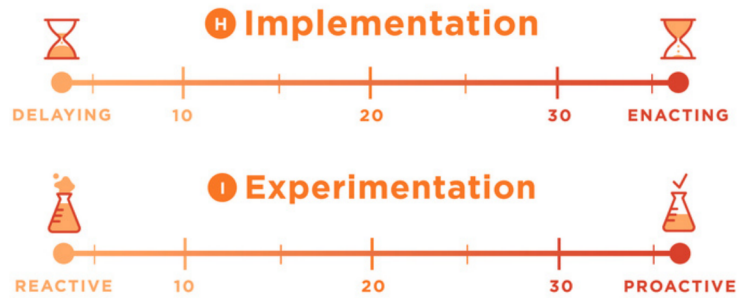
From your perspective, where would your faith community's culture score on each of the nine scales?



### 3. RELATIONSHIPS



### 4. HABITS



## Reflection Questions

1. What do you notice about your faith community's culture related to the nine indicators?
2. What does it FEEL like to try something new or enact change in your faith community?
3. From your own perspective, which indicator do you think is **strongest** within your faith community's culture? Which indicator might be **most in need of improvement**?
4. As you consider the area of ministry in which you serve, where do you see evidence of the faith community's culture impacting innovation (positively or negatively)?

## Ready to take the next step?

Your faith community's culture is co-created by everyone who's part of the community: senior leadership, staff, and members of all ages. To get an accurate sense of the culture, you'll need other perspectives. The **Innovation Culture Index** assessment and group discussion package provides the tool you need to talk openly about the current culture so you can innovate more effectively in the future.

[Click here to learn more.](#)

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