**Innovative behavior measure used in Ohly et al., (2006)**

**Translation into English by Ohly**

Please indicate how strongly you agree or disagree that these statements chacterize your behavior **in general.**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | trifft gar nicht zu |  |  |  |  |  | trifft völlig zu |
| KU1 | I implement new ways to achieve goals or objectives. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU2 | I implement new and practical ideas to improve quality. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU3 | I implement my ideas when I get the chance. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU5 | I often implement my new and innovative ideas. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU6 | I implement creative solutions to problems. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU7 | I implement my suggestions on how to perform work tasks on my own. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Item wording was based on [Zhou & George (2001](#_ENREF_2)) creativity rating. Item wording is changed to reflect implementation instead of generation of ideas and self-ratings. For example, the item “often has new and innovative ideas” is changed into “I often implement my novel and innovative ideas.”

For evidence of validity see [Ohly, Sonnentag, & Pluntke (2006](#_ENREF_1)).

In this study, confirmatory factor analysis shows that innovative behavior is factorially distinct from creativity and proactive behavior. There is also evidence for differential prediction of creativity and innovative behavior.

**German Version**

Bitte geben Sie auch hier an, wie sehr jede der unten stehenden Aussagen **im Allgemeinen** auf Ihren Umgang mit Ideen bei der Arbeit zutrifft. Bitte beantworten Sie jede Frage, auch wenn Ihnen die Fragen sehr ähnlich vorkommen.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | trifft gar nicht zu |  |  |  |  |  | trifft völlig zu |
| KU1 | Ich setze meine neuen Ideen zur Leistungsverbesserung selbstständig um. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU2 | Ich setze eigene neue Wege zur Qualitätssteigerung um. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU3 | Ich setze meine Ideen um, wenn ich die Möglichkeit dazu bekomme. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU5 | Ich setze meine neuen und innovativen Ideen oft um. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU6 | Ich setze meine kreativen Lösungen für Probleme um. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| KU7 | Ich setze die von mir vorgeschlagenen neuen Wege zur Aufgabenerledigung selbst um. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Ohly, S., Sonnentag, S., & Pluntke, F. 2006. Routinization, work characteristics, and their relationships with creative and proactive behaviors. ***Journal of Organizational Behavior***, 27: 257-279.

Zhou, J., & George, J. M. 2001. When job dissatisfaction leads to creativity: Encouraging the expression of voice. ***Academy of Management Journal***, 44: 682-696.