

The Intrapreneur Evaluation Checklist

When making an investment decision about an intrapreneurial investment, use this checklist to be sure you have a strong intrapreneur. Remember: bet on people, not just ideas, so give close attention to checking out intrapreneurs as individuals and as a team. Below are a number of characteristics of successful intrapreneurs. To what extent does the intrapreneur you are examining display each of them relative to the general population of employees?

	To an exceptional degree	More than most	About average	Below average
Has clear vision of “how” as well as of the final objective	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Already in action—doesn’t expect you to wave a wand and do it all	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is a moderate risk taker; is optimistic, but not out of touch with reality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has “fire in the belly”—cares about the idea	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sees the barriers clearly and plans ways to circumvent them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has used whatever freedom has been available to act innovatively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has inspired others to help, even when they were not assigned	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Has been trustworthy and honest	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Even when breaking the rules, works in the best interests of the company and its customers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>