**Innovate for Ireland – ELI Questionnaire & Scoring Scheme**

|  |
| --- |
| **Section 1: Innovation** |
| Q1) How do you generate ideas?   | Max word count: 100 |
|  |
| Q2) How do you go about expressing or communicating ideas in a compelling way that encourages broad understanding and support?  | Max word count: 100 |
|  |
| Q3) Have you ever come up with an innovative idea that had real world impact? Describe the idea, its execution and any relevant outcomes?  | Max word count: 100 |
|  |

|  |
| --- |
| **Section 2: Leadership** |
| Q4) How do you respond in the face of challenges that need resolutions? | Max word count: 100 |
|  |
| Q5) How do you identify entrepreneurial opportunities that others may miss? | Max word count: 100 |
|  |
| Q6) How do you motivate people? How do they typically respond to you? | Max word count: 100 |
|  |

|  |
| --- |
| **Section 3: Entrepreneurship** |
| Q7) How would you navigate entrepreneurial risk? | Max word count: 100 |
|  |
| Q8) How do you collaborate to achieve ambitious outcomes? | Max word count: 100 |
|  |
| Q9) What does entrepreneurship mean to you and how do you embody it? | Max word count: 100 |
|  |

|  |
| --- |
| **Q10) How do you plan to use Innovate for Ireland as a launch pad for the rest of your career?** |
|   | Max word count: 500 |
|  |

**ELI Questionnaire Scoring Schema**

The questionnaire is divided into four sections. Each question assesses specific applicant capabilities that are relevant to the EntreComp framework and to Innovate for Ireland’s ELI focus. Sections one to three each include three questions, which are marked separately. Section four features a single, overall question. The structure and the focus of the questions in each section is illustrated below.

|  |  |
| --- | --- |
| **Section** | **Focus of questions** |
| ***Innovation capacity*** | * Managing ambiguity; uncertainty; risk
* Working with others/collaboration
* Taking the initiative
 |
| ***Leadership capacity*** | * Perseverance
* Commercial acumen; identifying opportunities
* Mobilising and inspiring others; self-awareness
 |
| ***Entrepreneurial drive*** | * Creativity
* Vision
* Maximising opportunities
 |
| ***Making the most of Innovate for Ireland*** | * Ambition to harness the unique training and mentoring opportunities as a launch pad for a successful career
 |

**Scoring scale**

For each application a score may be assigned from **1 (for poor evidence) to 5 (for excellent evidence)**. The table below summarises the overall approach that may be used for deciding each score point.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Score = 1****Poor evidence** | **Score = 2****Fair evidence** | **Score = 3****Good evidence** | **Score = 4****Very good evidence** | **Score = 5****Excellent evidence** |
| **Structure** | No structure apparent | Some attempt to structure response | Reasonably well structured | Clear structure apparent | Very clear and concise structure |
| **Style** | No enthusiasm and energy apparent | Lacks energy and enthusiasm | Some enthusiasm apparent | Clear enthusiasm apparent | Strong enthusiasm |
| **Content** | Responses do not sufficiently address the questions posed | Responses are unimaginative and unconvincing | Responses are relevant, with some good ideas proposed | Responses are strong and interesting | Responses are imaginative and compelling |

The pages below provide a detailed rubric to guide in assessing each question in each section of the questionnaire. The weighting assigned to each question is shown in the table below.

|  |  |  |
| --- | --- | --- |
| **Section** | **Question** | **Weight** |
| ***Innovation capacity*** | Q1) How do you generate ideas?   | 1.0 |
| Q2) How do you go about expressing or communicating ideas in a compelling way that encourages broad understanding and support?  | 1.0 |
| Q3) Have you ever come up with an innovative idea that had real world impact? Describe the idea, its execution and any relevant outcomes?  | 1.5 |
| ***Leadership capacity*** | Q4) How do you respond in the face of challenges that need resolutions? | 1.0 |
| Q5) How do you identify entrepreneurial opportunities that others may miss? | 1.0 |
| Q6) How do you motivate people? How do they typically respond to you? | 1.0 |
| ***Entre-preneurial drive*** | Q7) How would you navigate entrepreneurial risk? | 1.0 |
| Q8) How do you collaborate to achieve ambitious outcomes? | 1.0 |
| Q9) What does entrepreneurship mean to you and how do you embody it? | 1.5 |
| ***Making the most*** | Q10) How do you plan to use Innovate for Ireland as a launch pad for the rest of your career? | 5.0 |

* Q3 and Q9 carry a slightly heavier weighting as they delve deeper into the entrepreneurial traits of the candidates.
* Q10 carries the heaviest weighting, reflecting its wider scope and more detailed response.
* Therefore, allowing for weighting of individual questions, the maximum score is **75**.

|  |
| --- |
| **Section 1: Innovation** |
| **Criteria** | **Evidence** as to whether the applicant has Innovation skills.*Creativity; Generating Ideas; Spotting opportunities; Having vision*  |
| **Please score each question from 1 - 5. Half-scores of 0.5 are also permitted.** |
| Q1) How do you generate ideas? |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** indicating the applicant can generate new, novel ideas | **Fair evidence** indicating the applicant can generate new, novel ideas | **Good evidence** indicating the applicant can generate new, novel ideas | **Very good evidence** indicating the applicant can generate new, novel ideas | **Excellent** **evidence** indicating the applicant can generate new, novel ideas |
| Q2) How do you go about expressing or communicating ideas in a compelling way that encourages broad understanding and support?  |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** indicating the applicant can express or communicate ideas to other people | **Fair evidence** indicating the applicant can express or communicate ideas to other people | **Good evidence** indicating the applicant can express or communicate ideas to other people | **Very good evidence** indicating the applicant can express or communicate ideas to other people | **Excellent** **evidence** indicating the applicant can express or communicate ideas to other people |
| Q3) Have you ever come up with an innovative idea that had real world impact? Describe the idea, its execution and any relevant outcomes?  |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** indicating the applicant has come up with an innovative idea and poor explanation of outcome of idea. | **Fair evidence** indicating the applicant has come up with an innovative idea and poor explanation of outcome of idea. | **Good evidence** indicating the applicant has come up with an innovative idea and poor explanation of outcome of idea. | **Very good evidence** indicating the applicant has come up with an innovative idea and poor explanation of outcome of idea. | **Excellent** **evidence** indicating the applicant has come up with an innovative idea and poor explanation of outcome of idea. |

|  |
| --- |
| **Section 2: Leadership** |
| **Criteria** | **Evidence** that the applicant can **lead**, or **aspires to be a leader** *Motivation; perseverance; self-awareness; commercial acumen* |
| **Please score each question from 1 - 5. Half-scores of 0.5 are also permitted.** |
| Q4) How do you respond in the face of challenges that need resolutions? |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** that the applicant can react well when it becomes difficult to continue or to make progress. | **Fair evidence** that the applicant can react well when it becomes difficult to continue or to make progress. | **Good evidence** that the applicant can react well when it becomes difficult to continue or to make progress. | **Very good evidence** that the applicant can react well when it becomes difficult to continue or to make progress. | **Excellent evidence** that the applicant can react well when it becomes difficult to continue or to make progress. |
| Q5) How do you identify entrepreneurial opportunities that others may miss? |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** that the applicant can identify opportunities others cannot see | **Fair evidence** that the applicant can identify opportunities others cannot see | **Good evidence** that the applicant can identify opportunities others cannot see and a good explanation as to how they can do this | **Very good evidence** that the applicant can identify opportunities others cannot see and a very good explanation as to how they can do this | **Excellent evidence** that the applicant can identify opportunities others cannot see and an excellent explanation as to how they can do this |
| Q6) How do you motivate people? How do they typically respond to you? |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** outlining how the applicant can motivate people | **Fair evidence** outlining how the applicant can motivate people | **Good evidence** outlining how the applicant can motivate people and good evidence of a result from the motivation | **Very good evidence** outlining how the applicant can motivate people and good evidence of a positive result from the motivation | **Excellent evidence** outlining how the applicant can motivate people and good evidence of a very positive result from the motivation |

|  |
| --- |
| **Section 3: Entrepreneurship** |
| **Criteria** | **Evidence** that the applicant shows an Entrepreneurial ability Leadership Capacity section on Application Form*Taking initiative; taking risks; collaboration; enthusiasm* |
| **Please score each question from 1 - 5. Half-scores of 0.5 are also permitted.** |
| Q7) How would you navigate entrepreneurial risk? |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** that the candidate can navigate entrepreneurial risk | **Fair evidence** that the candidate can navigate entrepreneurial risk | **Good evidence** that the candidate can navigate entrepreneurial risk | **Very good evidence** that the candidate can navigate entrepreneurial risk | **Excellent evidence** that the candidate can navigate entrepreneurial risk |
| Q8) How do you collaborate to achieve ambitious outcomes? |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** outlining how the applicant can work with other people to achieve ambitious outcomes | **Fair evidence** outlining how the applicant can work with other people to achieve ambitious outcomes | **Good evidence** outlining how the applicant can work with other people to achieve ambitious outcomes | **Very good evidence** outlining how the applicant can work with other people to achieve ambitious outcomes | **Excellent evidence** outlining how the applicant can work with other people to achieve ambitious outcomes |
| Q9) What does entrepreneurship mean to you and how do you embody it? |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** indicating the applicant’s enthusiasm for entrepreneurship | **Fair evidence** indicating the applicant’s enthusiasm for entrepreneurship | **Good evidence** indicating the applicant’s enthusiasm for entrepreneurship | **Very good evidence** indicating the applicant’s enthusiasm for entrepreneurship | **Excellent evidence** indicating the applicant’s enthusiasm for entrepreneurship |

|  |
| --- |
| **How do you plan to use Innovate for Ireland as a launch pad for the rest of your career?** |
| **Criteria** | **Evidence** of how the applicant will use Innovate for Ireland as a launch pad for the rest of their career*Ambition to maximise for all aspects of Innovate for Ireland.* |
| **Please score each question from 1 - 5. Half-scores of 0.5 are also permitted.** |
| **1** | **2** | **3** | **4** | **5** |
| **Poor evidence** indicating how the applicant will use Innovate for Ireland as a launch pad for the rest of their career. | **Fair evidence** indicating how the applicant will use Innovate for Ireland as a launch pad for the rest of their career. | **Good evidence** indicating how the applicant will use Innovate for Ireland as a launch pad for the rest of their career. | **Very good evidence** indicating how the applicant will use Innovate for Ireland as a launch pad for the rest of their career. | **Excellent evidence** indicating how the applicant will use Innovate for Ireland as a launch pad for the rest of their career. |