

Creativity & Innovation

Your ability to imagine, develop, express, encourage, and apply ideas in ways that are novel, unexpected, or challenge existing methods and norms. For example, at work we use this skill to discover better ways to complete tasks, to develop new products, and to deliver services in a new way.

VERBAL

From USUALLY to ALMOST ALWAYS up to ALWAYS

- Is eager to express their ideas and insights
- Uses images, metaphors, etc. to help explain ideas
- Questions traditions, norms, processes and constraints in respectful ways
- Offers ideas in brainstorming and similar problem-solving sessions
- Encourages/celebrates creativity in others
- Communicates creative ideas easily and clearly
- Shares insights into artificial constraints
- Judges ideas not people

From RARELY to SOMETIMES up to USUALLY

- Questions traditions/processes but without respect or perseverance
- Struggles to incorporate new ideas/info
- Struggles to acknowledge the creativity of others
- Struggles to explain creative ideas
- Reluctant to share ideas especially for fear of looking bad

From NEVER to RARELY

- Mocks other people's ideas
- Will not share ideas or views
- Will not acknowledge the creativity of others
- Can't explain innovative ideas
- Judges people not ideas

PHYSICAL

From USUALLY to ALMOST ALWAYS up to ALWAYS

- Quickly adapts to new information and ideas
- Uses imagination to arrive at novel solutions to problems
- Open-minded to and patient with other people's ideas
- Develops ideas beyond the first creative concept
- Acts on creative ideas to contribute meaningfully
- Accepts the potential for failure/ takes reasonable risk
- Expects and learns from failure
- Acknowledge and work with uncertainty and unpredictability
- Seeks advise and the expertise of others
- Open to new experiences and learning opportunities
- Supports/builds creative environments

From RARELY to SOMETIMES up to USUALLY

- Reluctant to listen to and try new ideas
- Struggles being creative with others
- May be threatened by the contributions of others
- Fearful of failure or risk
- Reluctant to share imaginative ideas due to shyness, etc.
- Takes unreasonable risk
- Needs encouragement to think outside established norms
- Overly stressed by uncertainty
- Needs encouragement to try new experiences and learning opportunities

From NEVER to RARELY

- Avoids risk or failure at all costs
- Lacks patience with others
- Rejects the help/knowledge of others
- Rejects new information and ideas
- Intolerant of how others express themselves
- Accepts existing processes/traditions without question
- Won't let ideas go (closed-minded)
- Refuses new experiences and learning opportunities