

Competency: Creating and Innovating

Activity 1

Practice different methods to help you conceptualize problems. Use “Mind Mapping” to draw a picture collage, or use a storyboard technique, to help you think about issues and possible solutions in a novel and creative manner.

Activity 2

Challenge your usual approach and viewpoint and widen your perspective. For example, broaden the range of sources from which you typically gather information. When coming up with ideas, do not reject silly or radical ones, as often they lead to creative but sensible conclusions. Try to avoid becoming habit-bound and destroying creativity by an excessively critical response to ideas.

Activity 3

Consider whether your strength in innovation lies more in applying or adapting the methods of others or in creating original, imaginative ideas. If you find it difficult to come up with original ideas, practice building on the ideas of others. Select a current problem at work and investigate how other departments have resolved similar issues. Consider how you can adapt their solution to your situation.

Activity 4

Take a critical look at conventional approaches within the organization. Try to think of alternative ways to achieve the same, or a better, result. Examine how you encourage and reward creative or innovative thinking in your direct reports.

Results: