

## **Methods of Being Creative (*notice how many are Habits of Mind*)**

1. Generating Ideas
  - Fluency
  - Flexibility
  - Originality
  - Elaboration
  - Metaphorical thinking
2. Digging Deeper into Ideas
  - Analyzing
  - Synthesizing
  - Reorganizing or redefining
  - Evaluating
  - Seeing relationships
  - Desiring to resolve ambiguity or bringing order to disorder
  - Preferring complexity or understanding complexity
3. Openness and Courage to Explore Ideas
  - Problem sensitivity
  - Aesthetic sensitivity and/or interests
  - High levels of curiosity
  - Sense of humor and/or facility producing humor
  - Playfulness
  - Capacity for fantasy or imagination
  - Risk-taking
  - Tolerance for ambiguity
  - Tenacious and uninhibited (often spontaneous) in expression of opinion
  - Openness to experience and ideas, not frightened by the unknown
  - Open to feelings and emotions
  - Shows emotional sensitivity
  - Adaptability, making do with what is at hand to reach goals
  - Intuitive
  - Willingness to grow
  - Unwilling to accept authoritarian assertions without critical examination
  - Integration of dichotomies
4. Listening to One's "Inner Voice"
  - Awareness of creativeness, sees self as creative, sense of purpose, self-confidence
  - Persistence/perseverance
  - Need for and/or demonstration of autonomy, self-discipline, self-direction, self-initiation, task-oriented behaviors
  - Independence of thought, internal locus of control, judgment and/or action, courage, non-conformity, does not fear being different/stubborn/unconventional/argumentative
  - Need for alone time, interest in reflective thinking, introspection, low levels of sociability
  - Rejects sex stereotyping in interests
  - Intense concentration and absorption in work, absentmindedness, mind wanders
  - Energetic, overactive physically and/or mentally
  - Willing to work hard, liking and capacity for thinking and work

## Dimension of Problem Solving Style

Orientation to Change: your preference for responding to and managing structure (what kind, when, or where), novelty (how much and when), and authority (close or distant).

Manner of Processing: how you use your own inner energy and resources and that of others

Ways of Deciding: your preference for looking first at task concerns or personal/interpersonal needs when focusing your thinking and moving toward decisions and action

**Remember that these are not right or wrong—just variances, and they are on a continuum. Each is a separate measure, so those on one end of a category may be on the other end in a different category. The goal is not to change anyone’s style; the goal is to help the individual accept his/her own style, help the individual to understand limits of his/her style, and to assure that others are accepting and welcoming of various styles to find a balance in the problem solving process.**

Description	Benefits	Risks
<b>Orientation to Change</b>		
<b>Explorers</b> prefer to do things differently, view structure as limiting and confining, challenge the problem definition (may redefine problem), challenge the system or bend the rules, be seen as ingenious and unconventional, emphasize originality and uniqueness	Supply departures from tradition, challenge the status quo, take an unpredictable approach, provide new ways of doing things, focus on the big picture, be visionaries of desired future	Be seen by developers as unsound-impractical-abrasive, need to be challenged to work out the details, disregard or resist structure-authority-rules even when needed, overwhelm others with a profusion of alternatives (including many that may not immediately seem workable)
<b>Developers</b> prefer to do things better, find benefits and support within structure, accept the problem definition, work within the rules, emphasize improvement and usefulness, be seen as precise-thorough-dependable	Support stability-order-continuity, Take a step-by-step approach that is easy to understand-carryout-share, provide precision-accuracy-thoroughness in options and plans, focus on current realities	Be seen by explorers as timid-rigid-inflexible, need to be challenged to search for worthwhile ideas outside current practices, make structure-authority-rules the ends rather than the means, focus too much on workable alternatives (many that do not seem new or different)
<b>Manner of Processing</b>		
<b>Externals</b> (correlate with extroverts) prefer to engage in a variety of tasks and discussions of possibilities, derive energy from interacting with others, share options freely with a broad range of people, seek a great deal of input from others before reaching closure, press for action (sometimes without thought and reflection)	Have and use many social contacts to make things happen, enjoy and get energy from working with others, draw the thoughts of more internal people out into the open	Be seen by internals as too eager to share ideas that are “half-baked,” need to be challenged to listen carefully to the ideas and opinions of others and to reflect before acting, get so caught up with what is going on around them that they may forget what is internally important
<b>Internals</b> (correlate with introverts) prefer to take advantage of quiet opportunities for concentration, draw energy from reflection and consideration, share options with others after having time to think them through, share options with others after establishing trust and confidence, think before acting (sometimes without acting)	Reflect and think deeply about the group’s tasks, polish ideas until they’re ready to share, enjoy and get energy from working alone or with a few others, help more external people to listen	Be seen by externals as secretive-alloof-uninterested, need to be challenged to share thoughts and ideas even though they are not “finished,” get so caught up with what is going on inside that they may forget what is going on around them
<b>Ways of Deciding</b>		
<b>Person-focused</b> decision makers prefer to promote harmony and positive interpersonal relationships, use criteria that are personal-subjective-sensitive to feelings, consider the personal impact or consequences of a decision, find what’s good-attractive-pleasing about an option, seek options or decisions with “buy-in” for everyone, put people’s feelings over the quality of the outcome	Bring sensitivity to the group helping others understand feelings and the emotional implications of decisions, ensure that people are comfortable before moving forward with decisions, seek to ease conflicts-tensions, focus on the affirmative when considering new thinking	Be seen as allowing their own and others’ likes and dislikes to influence their decision, be so focused on people they may neglect the need to obtain results, avoid seeing and sharing the negative aspects of new ideas
<b>Task-focused</b> decision makers prefer to focus on what is logical or rational, use criteria that are authoritative-verifiable-objective, consider standards-rigor-quality, find what is wrong-lacking or what an option needs, seek the best solution or response, put the quality of the outcome over people’s feelings	Bring reason and clear thinking to the group helping others understand the logical and rational implications of decisions, push the group to achieve the outcomes, deal with tough issues, focus on areas needing improvement when considering new thinking	Be seen as unconcerned about people or as insensitive to their feelings, be so focused on the outcome that they may neglect important people and process issues, provide critical analysis to the point of de-motivating those with new ideas

