Creativity

Definition
Generates many new and unique ideas; makes connections among previously unrelated notions; is unafraid to use unorthodox methods; is seen as original and value-added in brainstorming settings.

Key Words: Innovation, Resourcefulness, Vision, Inventiveness

Behavioral Indicators:
1. Takes "smart" risks including trying new and different ways to get the job done
2. Develops new approaches/programs that prove to be effective
3. Integrates input and ideas from different sources to share information and/or explore opportunities.
4. Encourages new ideas, and motivates others to be proactive, resourceful, and know the student/customer.

PROFICIENCY LEVEL: Creativity

Level I
• Generates new ideas regarding his or her job
• Tries old solutions to problems, but will search for new methods when challenged
• Is seen as creative and a contributor in brainstorming settings
• Generates many new and unique ideas

Level II
• Searches for new and more effective methods, making connections between previously unrelated ideas
• Is seen as original and value-added in brainstorming settings
• Develops innovative ideas and methods of doing things
• Pursues new methods and solutions, thinks outside the box, connects disparate ideas, is unafraid to use unorthodox methods

Level III
• Is seen as a motivator and guide for others to generate new ideas in brainstorming sessions
• Consistently generates and employs original ideas for himself or herself and for others, tackling both simple and complex problems
• Uses analysis and cross-pollination of information from one situation to another to solve problems
• Is seen as bringing out the best in others in brainstorming sessions or one-on-one, leading them to discover new connections, new solutions, and new ways of doing their jobs