

DELIBERATE CREATIVE TEAMS

WHAT IS DELIBERATE CREATIVITY & WHY DOES IT MATTER?

Teams are the #1 source of innovation in organizations. In order for a team to be innovative, team members need to know how to be creative together. They must be deliberate about fostering creativity and driving innovation. When a team is deliberately creative they have the potential to solve difficult problems with innovative solutions on a consistent basis.

The Deliberate Creative™ Team Scale provides insights on the behaviors within a team that affect team creativity. The team's behaviors may either support and foster creativity or discourage and sabotage it. When a team identifies and understands their behaviors it gives them an opportunity to make changes to optimize their performance.

WHAT AFFECTS A TEAM'S CREATIVITY?

Three elements affect a team's ability to be creative. Do they have a clear, shared purpose? Do they have strong team dynamics? Do they know and use a creative process? The Deliberate Creative™ Team Scale measures these three elements for teams and provides valuable feedback to help a team recognize their areas of strength and areas of growth.

TEAM PURPOSE:

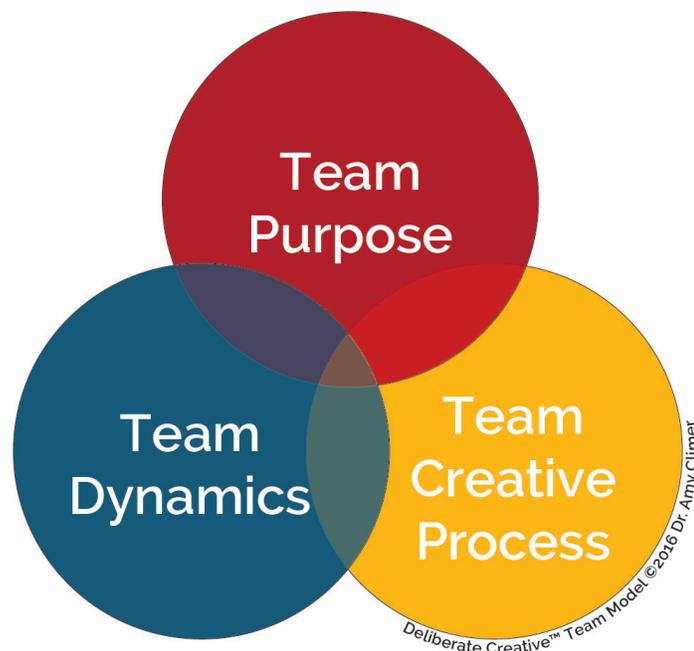
The team's collective focus, their shared goals, and their commitment to reaching the goals.

TEAM DYNAMICS:

The behavior and interactions within a team and the relationships between the team members.

TEAM CREATIVE PROCESS:

The team's use of the tools, techniques, & strategies of a creative process (e.g. Creative Problem Solving).



DELIBERATE CREATIVE TEAMS

HOW THE SCALE WORKS

The Deliberate Creative™ Team Scale asks team members to answer questions based on team behaviors related to team purpose, team dynamics, and team creative process. In addition, there are open-ended questions for more in-depth reflections.

Teams receive an in-depth, graphical report of their results. The report shows the range of responses for each item and the aggregated results. Individual team member responses are anonymous. Results will be share and debriefed by a trained facilitator with a background in working with teams and teaching creativity.

SAMPLE QUESTIONS

(answered on a scale of 1=strongly disagree to 6=strongly agree)

TEAM PURPOSE

Team members are motivated to produce excellent results for the team.
Team members follow through with their commitments.
All team members work toward our shared goals.

TEAM DYNAMICS

Team members respect each other's different working styles.
Team members are open with each other about their concerns.
When a mistake is made our team focuses on how to move forward.

TEAM CREATIVE PROCESS

Our team narrows the issue or problem into a clearly stated challenge.
Our team uses a variety of techniques to generate ideas.
The format of our team meetings brings out our best thinking.

TO LEARN MORE OR USE THE SCALE WITH YOUR TEAM CONTACT DR. AMY CLIMER

Dr. Amy Climer

608.358.0840

amy@climerconsulting.com



@amyclimer



/climerconsulting



/amyclimer

climerconsulting
innovation • teams • leadership

climerconsulting.com