

Love Your Work

Program by CONSILIO Consultants

The Skill of **CREATIVITY**

Creativity is a way of thinking that inspires us to find new innovative solutions and create opportunities out of problems. It is a crucial asset to shape a resilient individual, especially in an unpredictable and fast-paced world. It's no coincidence that creativity always tops the lists of the most needed attributes.

SKILL v STATE

Looking at creativity as a skill can cause thoughts of:

- "I don't have time to learn anything else."
- "That's just not how my brain works."
- "I've never been creative."

We often have very little success teaching people how to be more creative. The reason? We keep trying to train up a skill when we need to be training a state of mind. Creativity is a state of mind that brings more openness, curiosity, and joy to every aspect of our lives.

MOOD MATTERS

In creatives, the brain functions differently; they don't have repetition suppression. After seeing something 3 or 4 times, it often loses its novelty – along with our interest. Creatives don't have that; they continually find newness in the old. How can you amplify the part of your brain to see the novel and new in order to keep discovering surprise connections? **A good mood.**

- Happiness, joy, meaning – all amplify creativity and allow for the expansiveness of new and relevant ideas. This is leading with **love**.
- Anxiousness, worry, insecurity – all foster overly analytical thinking and negative questioning by limiting the brain's options to creative solutions. This is leading with **fear**.

THE # 1 SKILL FOR 2024

People with HOTS

(Higher Order Thinking Skills)

CREATIVE THINKING + DECISION MAKING

The Plan for Amplifying CREATIVITY

Where is one place you would like to be more creative at work? How will this benefit you?

Is your current mood contributing to creativity or detracting from it?

What is one action you will take to improve your creativity mindset?

When was the last time you followed your gut? What happened?

If you had a week to explore or do **anything** you were passionate about - no constraints - what would it be?

List 10 things you have always wanted to **try, learn** or **do**.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

The Skill of **CREATIVITY** - Facilitation

Outcome:

Your team will understand creativity is not simply a skill; it is a state of mind. They will learn when we train our state of mind, everyone can be more creative and bring more openness, curiosity, and joy to every aspect of our lives.

Pre-Work:

- Read the card and highlight things that resonate with you.
- Work through *The Plan for Amplifying Creativity* on the back of the card.
- Look through extra resources to see if you would like to include anything additional.
- Schedule and reserve a space to host the meeting and invite the team.

Materials Needed:

- Printed **Creativity** Cards - 1 per person
- Extra pens

Time: 15 minutes

• **Lengthen:**

- Have people get in groups of 3 and share their *Plan for Amplifying Creativity*.
- Introduce facts, concepts, ideas from the additional resources.

• **Shorten:**

- Have fewer people share.
- Break it into 2 trainings: going over the concept in the first meeting and *The Plan for Amplifying Creativity* in the second meeting.

Agenda:

- Kickoff the meeting by welcoming everyone.
- Introduce **The Skill of Creativity** concept.
 - We can all be creative, and it's a mindset that we must practice and make time for.
 - To amplify our creativity, our **mood matters**. When we are in a good mood, we are open, playful, and expansive. In a bad mood, we are closed down and limit our brain's ability to think divergently.
- Facilitate **The Plan for Amplifying Creativity**:
 - Give your team 5 minutes to jot down their answers.
 - Ask people to share their thoughts.
 - As a team, come up with one concrete thing that will help foster creativity.
- Wrap up the meeting by thanking everyone for participating and sharing. Remind them that we are choosing to **Love Your Work**, and our goal is to be open and **creative**.

Additional Resources:

ACTION: Word game to increase creativity. Remote Associates Test of Creativity <https://www.remote-associates-test.com/>

LISTEN: The Science of Strain with Dr. Andy Walshe, Director of High Performance for Red Bull.
<https://www.whoop.com/thelocker/podcast-158-science-of-strain-dr-andy-walshe/>