

How to Ignite & Develop Your Team's Creativity

GoSkills online course syllabus

Skill level

Beginner

Lessons

17

Pre-requisites

No prior experience needed

Video duration

53m

Estimated study time

53m 36s

Instructor

Jeff Fajans, PhD

Introduction

1 Why it matters

The need for creativity in the workplace is at an all time high, and the most important work gets done by teams.

Creative Team Climate

2 Defining team climate

How your people perceive or experience the work environment and interactions within the team can either ignite or extinguish your team's creativity.

3 Creating psychological safety

Without psychological safety, there will be no team creativity.

4 Encouraging positive emotions and play

When people enjoy what they do and who they do it with, they are more likely to generate better ideas at a higher frequency.

5 Celebrating diverse perspectives

When different ideas, experiences, and perspectives come together - true innovation can happen.

6 Fostering recognition

When people feel recognized and supported for their efforts, especially efforts towards innovating, it creates a team climate that ignites creativity.

7 Providing autonomy

Without the freedom to explore and develop new ideas, team creativity won't happen.

Foster Collaboration

- 8 Creating a shared vision**
A compelling, shared vision among team members has been shown to be one of the most significant predictors of team innovation.
- 9 Facilitating helping behaviors**
Help-seeking and help-giving are two of the most powerful behaviors when it comes to sparking creative collaboration.
- 10 Enhancing team learning**
In order to be successful, teams need to engage in structured reflection in order to rapidly learn, adjust, and innovate.
- 11 Spanning boundaries**
Today's business challenges span across boundaries, and as such, so too must leadership and collaboration.
- 12 Prioritizing empathy**
To reach the highest levels of creativity, it is not enough for team members to just effectively collaborate with one another - a team must seek to empathize and understand the clients and customers that they serve.

Coaching for Creativity & Growth

- 13 Ask, don't tell**
If you want your people to develop their own creativity and critical thinking skills, you have to go beyond just giving direction and telling them what to do.
- 14 Delivering feedback for creativity**
If you deliver feedback the wrong way, you risk destroying your people's drive to take risks and be creative.
- 15 Activating their strengths**
One of the most common reasons teams struggle to innovate is the misbelief that to be successful, a team must "fix its weaknesses." After watching this lesson, you'll be able to identify and activate your team's strengths - and supercharge its creativity.
- 16 Conducting meaningful 1-on-1's**
Research shows that regular and meaningful 1-on-1's lead to people who are 3 times more likely to be engaged at work.

Conclusion

- 17 Role model creativity**
Now that you've watched this course, you should feel empowered to ignite and develop your team's creativity.

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