

Creative Thinking Profiles and Self-Reflection

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Personal Creative Thinking Profile

The Source of Creativity

Perhaps you know a woman who is an accountant by trade, and suppose you also happen to know that when her mother was still working, she too was an accountant. Then suppose you came to learn that the woman's mother's mother was also an accountant. This may not come as much of a surprise and maybe we all would just say she has a knack for arithmetic or possibly one may remark that the giftedness or love for mathematics and accounting was genetic. Today, much discussion is had about the nature of creativity and whether or not it can be taught. To further elucidate on the modern day inquiry, one might question whether it is an innate gifting given in some specified measure to a few or whether it is something that can be developed, nurtured, and grown. In synthesizing Prichard, S. (2012), I assert that creativity can be developed like a skill. Many today only see artists and musicians as creative, but in fact truth proves contrary and creativity within the workplace and teams can be greatly influence with strategic changes to company culture and instruction on the subject (Prichard. S., 2012).

Proofs and Measurability

Studies on creativity show that when individuals and groups are trained to think creatively, they will outperform groups or individuals who have not been trained (Prichard, S., 2012). The results of the studies show a quantifiable increase in the synthesis of new ideas as well as a qualifiable increase in the creativeness of those new ideas (Prichard, S., 2012). Creativeness can begin to be measured when an idea is both original and useful in a perceptible or measurable way (Laureate Education, 2012). In so far as creativity is seen as a fundamental trait, it can be treated as a skill which can be improved and developed with practice and proper training. It has been understood that the results of one's creative efforts, can be seen in his or her

innovativeness, as subjectively measured on a continuum. Metaphorically, the lens through which the original problem or challenge is initially seen, and the individual's awareness of the creative process can both be taught and that is valuable to the corporate, private, and business sectors (Puccio, G. J., 2013).

The Four Creative Styles

Largely there are four creative styles exhibited by individuals, to wit: The clarifiers, the ideators, the developers, and the implementers (Grivas, C., & Puccio, G. J., 2012). The different creative styles may take some training to be able to correctly identify in others, but the diversity can easily be seen in how each person describes the best methods through which to solve any problems, or complete any tasks at present. Perhaps, at times, different people will see the same solution to a problem or may even agree upon the means necessary to arrive at that ideal conclusion, but invariably diversification is observed (Prichard, S., 2012).

General Overview of the Styles

There are four categorizations for the creative process, to wit: To clarify, to ideate, to develop, and to implement. When given the exact same problem or set of facts, the clarifier will methodically, and in a focused manner, gather information to understand the situation better and look at all of the details (Puccio, G. J., 2013). Given the same fact pattern, the ideator will seek the big picture and intuitively make assumptions based upon prior experiences while taking a more abstract approach to problem-solving (Puccio, G. J., 2013). In an identical circumstance, the developer will examine the pros' and cons' and pragmatically plan out every step which may be required to implement the idea out of his joy for constructing workable solutions (Puccio, G. J., 2013). Lastly, we examine the implementer, who is known for his execution; with his

persistence and decisive nature, he likes to be the one to make things happen and enjoys seeing ideas come to fruition.

Personal Applications

Sadly, many go through their personal life and professional career without fully discovering their creative style and without the benefits that come along with that. As for me personally, it was extremely easy to identify which creative style I connected with the most. While it is possible to operate in a style which is not one's primary creative style, it is conclusive that one style will be easily discernable and evidence will arise when the person gets in alignment and channels their individual creative style (Puccio, G. J., 2013). I am most aligned with the implementers. If I had to pick a second alignment, it would be with the developers, but my tendency toward being an implementer is overwhelming.

Further Development

To cement the process of self-diagnosis, I present four examples which support my rationale. First and foremost, I am known by all of my friends and family as an executor, one who is known to get things accomplished. My work ethic, upbringing, and the culmination of my past experiences has taught me to '*strike while the iron is hot*' and to *leap* into action. Second, I get an enjoyment in seeing the work of my mind or my hands bring an idea to fruition; rarely does it matter if I originated the idea. Thirdly, I find myself seeing the end-results of ideas in my mind, almost like a cut-scene from a movie, and I often have a strong tendency toward focusing on only ideas which are workable and more concrete than abstract as conceptually developed further in Puccio, G. J. (2013). Finally, I know my personality and I am definitely persistent, decisive, assertive, and determined; also traits exhaustively documented to be associated with implementers according to Puccio, G. J. (2013).

Alignment of the Profile with Work

In seeking to understand my own creative-thinking profile, I am able to better understand my strengths and weaknesses and consider peripheral effects on my own leadership potential as well as effects in areas of personal-responsibility, and my ability to manage and swiftly make decisions. As it relates to my work and by way of final confirmation, I have synthesized Puccio, G. J. (2013) and Prichard, S. (2012) and noted my alignment with even the negative aspects or drawbacks of the implementer creative-thinking style, to wit; the need to feel that others are moving just as quickly as I am, my attempts to exert control over projects with which I am involved, and my feelings of necessity to receive quick responses to any work related inquiries. Reviewing Puccio, G. J. (2013) and Prichard, S. (2012) has been mind-expanding as I even now see clarity in how others have perceived my persistence and dedication to work as being too pushy or perceiving my dissemination of ideas as over-selling. My alignment with the implementer creative-thinking profile, however, largely does lead me to success and my action-oriented nature is most often appreciated in the workplace. I have worked in the field as an information technology manager, computer systems administrator, and as a certified paralegal. Each field required quick-response times and the action-oriented approach which I take is extremely well received. My future work aspirations mix exceptionally well with my very hands-on and decisive approach. If any word of caution could be gleaned from my studies in synthesizing the aforementioned sources with Puccio, G. J. et al. (2011), it would be to strive to stay attentive to the further development of my inter-personal skills as not to turn off team members, colleagues, and others around me which I will be working with which may not share my same zeal for implementation.

Using Differences and Similarities in Styles

Collaboration with Team Members

As an implementer working with other team members with different creative-thinking styles I should be receptive to their ideas as well as sensitive to not come off as pushy or impatient with individuals who may seem to me to be less-decisive. When working with others with similar creative-styles, on the other hand, it can be exhilarating to innovate at a rapid pace, but our group would do good to monitor our progress to see what is working well and what could be done differently. It is advisable to seek to identify the creative-thinking styles that other group members are exhibiting and to learn which styles work better together. No one individual will corner the market on creativity, so to speak, and organizations can improve their competitive advantage by leveraging the strengths of individual members and knowing when to pull one team member off of a project and when to put another on.

Sustainability and Competitive Advantage

I propose that no one creative-thinking style, profile, or method is any better than another, rather, organizations should figure out how to test their employees and implement strong groups where the creative-thinking styles of the workers can operate in unison and take on a synergistic effect where the effect of the team is greater than the mere sum of its parts and constituent members. Effective leveraging of this ideal will promote excellence, sustainability, and competitive advantages.

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