

Learner: _____ Date: _____

Skill: Creativity and Innovation	Yes	Somewhat	Not Really
<p>1. The learner can use their imagination and curiosity.</p> <p>They are able to:</p> <ul style="list-style-type: none"> • imagine different situations and possibilities. • show interest in learning and doing new things. • look for a lot of different experiences and things to motivate them. • be open to new ideas without judging and setting limitations. 			
<p>2. The learner can identify opportunities to innovate or do things new ways.</p> <p>They are able to:</p> <ul style="list-style-type: none"> • challenge what's generally accepted, common ways of doing things, or people's existing beliefs about how things should be. • identify where there are unnecessary limitations. 			
<p>3. The learner can generate ideas that are new to them or to others.</p> <p>They are able to:</p> <ul style="list-style-type: none"> • move away from existing processes, thinking, and approaches. • be curious and ask questions even when there is no obvious answer. • look for patterns where other people may not see them. • accept and work with uncertainty and unpredictability. 			
<p>4. The learner can develop and grow their ideas.</p> <p>They are able to:</p> <ul style="list-style-type: none"> • reverse ideas and approaches to see if the opposite is true. • expand on ideas and approaches. 			
<p>5. The learner can put their ideas into action.</p> <p>They are able to:</p> <ul style="list-style-type: none"> • act on the creative ideas and approaches they come up with to make real and useful contributions. • expect failures and learn from them to improve. 			
<p>6. The learner can help build a creative and innovative environment for themselves and others.</p> <p>They are able to:</p> <ul style="list-style-type: none"> • encourage habits and behaviors that grow creativity and innovation in themselves and others. (e.g. lightheartedness, a playful approach, healthy competition.) • support and motivate others to be creative by coaching and sharing tools, information and ideas. 			

CREATIVITY AND INNOVATION PROFICIENCY LEVELS

Proficiency levels are the level at which a person demonstrates a particular skill.

Entry Level	Intermediate Level	Advance Level
<ul style="list-style-type: none"><input type="checkbox"/> The learner can generate a limited number of novel ideas under guidance and support.<input type="checkbox"/> The learner is open to applying new ideas, but is quick to revert to norms and habits when the new ideas fail or face uncertainties.	<ul style="list-style-type: none"><input type="checkbox"/> The learner can generate a larger number of novel ideas on their own.<input type="checkbox"/> The learner acknowledges and works with uncertainties, accepts failures, and learns from failures to improve their ideas.<input type="checkbox"/> The learner is receptive to new ideas from others.	<ul style="list-style-type: none"><input type="checkbox"/> The learner can generate a wider range of novel ideas, with diverse dimensions of originality.<input type="checkbox"/> The learner evaluates limitations of novel ideas and finds ways to improve them to minimize failures and uncertainties.<input type="checkbox"/> The learner facilitates an environment for others to be creative and innovative.

Comments

Please note that the Proficiency Levels and Self-Assessment Checklists have been adapted from material created by Skills for Success and available on their website. canada.ca/en/services/jobs/training/initiatives/skills-success.html