

## SELF-ASSESSMENT: Creativity and Innovation

### PART A: CLARIFYING THE SKILL

1. What do you think of when you hear the words creativity and innovation? Write your ideas below.

2. How do your thoughts above match with the following definition?

*Creativity and innovation is your ability to imagine, develop and share ideas in ways that are new, unexpected, or in ways that challenge the existing ways of doing things.*

*Being creative and innovative helps to find new solutions to problems and better ways to do things. It includes using your imagination and being curious about things. It also includes looking at things in entirely new ways, coming up with new ideas, and seeing those ideas right into action.*

*If you are really good at this skill, you can also create an environment that motivates other people to grow their own creativity and innovation.*

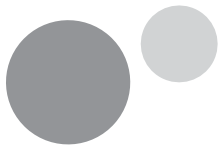
You can watch a video to learn more about this skill before you start.  
[canada.ca/en/services/jobs/training/initiatives/skills-success/video.html#h2.o2](https://canada.ca/en/services/jobs/training/initiatives/skills-success/video.html#h2.o2)

### PART B: SELF-REFLECTION

The self-assessment on the next page is based on a national skills framework that uses the definition you read above. It will give you an opportunity to think about the strengths you have already developed that show your creativity and innovation, and areas where you may want to build some skills.

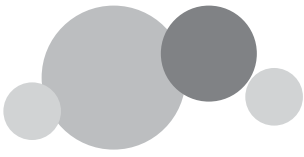
Read each statement in bold and put a check mark in the column that best describes how well you can do this. Think about all the situations in your life where you are creative and use your imagination to look at things in new ways. It may be at home, at work, in school, or in hobbies.

You can also use the things underneath each statement to help you reflect on your skills and decide on a response. Highlight the specific statements that you feel you are good at.



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

\*The 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](http://canada.ca/en/services/jobs/training/initiatives/skills-success)



## PART C: RECOGNIZING STRENGTHS

### **Creativity and Innovation Strengths**

Look at the “Yes” answers, or the statements underneath that you highlighted. Identify your strengths and write some in the space below. (*e.g. I am good at imagining different situations and possibilities.*)

### **Areas for Growth**

Look at the “No” or ‘Somewhat’ answers in PART B, or the statements underneath that you *didn't* highlight. Identify any areas you might like to strengthen or grow and write them in the space below. (*e.g. I would like to improve my ability to act on creative ideas and approaches to make useful contributions.*)

### **Paths for Development**

Think about the creativity and innovation skills you would like to build or strengthen. Do you know anyone who is really skilled in those areas? Someone who you admire for their ability to create things and look at things in new ways? Write a little about them below.

How do you think you could help grow your own skills in this area? Write some of your ideas below. If helpful, talk to peers, your Facilitator or someone else in the program to get ideas.