

CAREER READY PRACTICE



#6 Demonstrate Creativity and Innovation

Career-ready individuals regularly think of ideas that solve problems in new and different ways, and they contribute those ideas in a useful and productive manner to improve their organization. They can consider unconventional ideas and suggestions as solutions to issues, tasks or problems, and they discern which ideas and suggestions will add the greatest value. They seek new methods, practices and ideas from a variety of sources and seek to apply those ideas to their own workplace. They take action on their ideas and understand how to bring innovation to an organization.

Individual Competencies	4 Exceeds Competency	3 Meets Competency	2 Approaching Competency	1 Not Yet Reached Competency	Keyword(s)	Points Given
Use a wide range of idea creation techniques (brainstorming etc...)	Engages in multiple idea creation techniques and fully participates by offering insightful questions and listening well to others in the group.	Engages in idea creation techniques and participates by offering ideas.	Does not offer ideas during the idea creation, but listens actively to other group members.	Does not actively participate in idea creation.	Creating ideas	
Creates new and worthwhile ideas using both incremental and radical concepts.	Consistently develops new and valuable ideas using both existing and new knowledge, as well as existing and new resources	Develops new and valuable ideas using both existing and new knowledge, as well as existing and new resources.	Develops new and valuable ideas using existing knowledge and resources.	Does not attempt to develop new and valuable ideas.	Researching ideas	
Elaborates, refines, analyzes, and evaluates their own ideas in order to improve and maximize creative efforts.	Extensive reflection of own ideas and incorporates changes in creative efforts demonstrating an understanding of the value of analysis and implementation of change.	Reflects on own ideas and incorporates changes in creative efforts to improve the value of their work.	Reflects on own ideas and attempts to incorporate changes in creative efforts to improve the value of their work.	Poorly attempts to reflect on own ideas.	Reflecting on ideas	

Demonstrate originality and inventiveness in work.	Consistently demonstrates creativity in a variety of situations.	Demonstrates creativity in most every situation.	Demonstrates creativity but does not have a realistic understanding of how to express it.	Does not demonstrate creativity.	Originality	
Act on creative ideas to make a tangible and useful contribution to the field in which the innovation will occur.	Continuously applies creative ideas to make a real and useful contribution to their work.	Applies creative ideas to make a real and useful contribution to their work.	Develops creative ideas, but does not understand how to apply them to the situation.	Rarely attempts to develop creative ideas.	Applying ideas	
Monitor, define, prioritize, and complete tasks without direct oversight, based on their own creativity	Monitors, defines, prioritizes, and complete tasks without direct oversight in a variety of conditions.	Monitors, defines, prioritizes, and complete tasks without direct oversight.	Attempts to monitor, define, prioritize, and complete tasks without direct oversight.	Attempts to monitor, define, prioritize, and complete tasks with direct oversight.	Working creatively by self-direction	
Leverage social and cultural differences to create new ideas and increase both innovation and quality of work	Demonstrates a high level of cultural and social understanding and respect for the uniqueness of others. Encourages discussions to develop new ideas through active listening and offers opinions for increasing innovation and quality of work.	Demonstrates an appreciation of cultural and social understanding and respect for the uniqueness of others. Actively discusses avenues to develop ideas and presents encouraging opinions for increasing innovation and quality of work upon request.	Demonstrates a limited appreciation of cultural and social understanding and respect for the uniqueness others. At times appears indifferent to the others. Supports own ideas but appears not to be flexible enough to improve innovation and the quality of work.	Demonstrates no appreciation of cultural and social understanding and respect for the uniqueness others. Demonstrates intolerance and lacks social interaction skills.	Innovation through diversity	

TOTAL POINTS GIVEN: ____/7=____SCORE