

10 questions to test the organisation's creative ability

1. Are you encouraged to be creative and come up with new ideas at work?
2. Do you and your colleagues take initiatives even if the outcome is uncertain?
3. Is it allowed to fail in your workplace?
4. Do you experience the atmosphere at your workplace as lively and eventful?
5. Do you feel that there is room for humour and laughter in your workplace?
6. Does your boss listen to you? Is there a dialogue rather than a monologue at your workplace?
7. Do you have time to think of new ideas?
8. Have you and your colleagues the opportunity to take part in how the organisation is managed and developed?
9. Do you use an encouraging language in the workplace?
10. Are you encouraged to collaborate with others whom you are not expected to work with?

Is your organisation creative? The number of YES to the above test gives the following answer:

0-3 YES:

Probably, you do not have enough space for your creativity.

Action: Download Farida's dissertation immediate on www.farida.se and give the dissertation to your management! Do the test again after 6 months and if it has not become better - change job!

Example of organisations: examples are organisations that have worked long on a static market without threatening competition. This could lead to an inability to adapt to change due to lack of creativity.

4-6 YES:

Not a super-creative organisation, but has the right conditions to become one!

Action: Work on the points that you have answered NO on and enhance the areas where you answered YES.

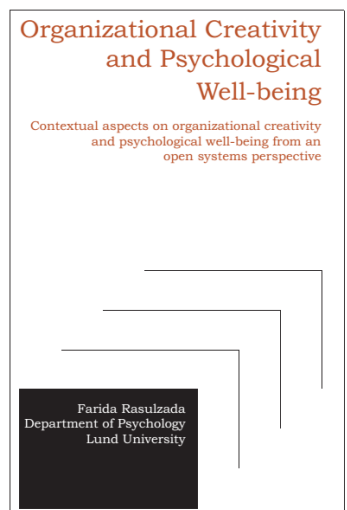
Example of organisations: organisations who can be more creative than they are at this point. This is probably due to an underestimation of the staff's ability to be creative. The reason is often that the organisation has left from the creative stage to a more stable stage where energy is spent on administration. The organisation lacks strategies to channelize creativity and is thus also more vulnerable to rapid changes.

7-10 YES:

You are probably in an organization that can perform and deliver super-creative results.

Action: Spread the rumour, and recruit more super creative talents who works in organisations that received only 0-6 YES. Focus on your creativity to achieve even better results, and reward staff to be even more creative and it will result in both prosperous results and a healthy and more happy staff.

Example of organisations: The staff is given time to be creative and the organisation attracts more creative people. These organisations can quickly adapt to changes and create innovative and unexpected solutions.



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