

Creative Problem Solving **Guidelines** for Team Challenges and Instant Challenges

Guidelines	Guidelines
<p><b><u>Defer Judgment</u></b></p> <p>Do not evaluate (praise or criticize) ideas you are producing. This leads to squelching of ideas and slows you down.</p> <p>Let the mind move "full speed ahead"</p> <p>If you have a team member who will not defer judgment, have the team member write down their objections so they can be considered later.</p>	<p><b><u>Use Affirmative Judgment</u></b></p> <p>Criticism (attacking ideas or telling what's wrong with them) and Critical thinking (directed towards guiding beliefs and actions) are <b>not</b> the same.</p> <p>Use Open Ended questions so team keeps their options open, and a positive outlook.</p> <p>DO SAY</p> <ul style="list-style-type: none"> <li>▪ How might we ...</li> <li>▪ In what ways might we ...</li> </ul> <p>DON'T SAY</p> <ul style="list-style-type: none"> <li>▪ What's wrong is ...</li> <li>▪ We can't because ...</li> </ul> <p>(If you say you can't, you're right!)</p>
<p><b><u>Remember Praise is a Judgment</u></b></p> <ul style="list-style-type: none"> <li>•• What might happen: the team might decide that there's no need for any more possibilities and simply stop thinking.</li> <li>•• Some team members might think: I could never come up with an idea that good and they'll stop thinking and participating</li> <li>•• Everyone might now begin giving "copycat" answers to seek praise.</li> </ul> <p>DO SAY</p> <ul style="list-style-type: none"> <li>▪ Great, we're really moving - look at all the ideas we're coming up with.</li> </ul> <p>DON'T SAY</p> <ul style="list-style-type: none"> <li>▪ That's a good idea.</li> </ul>	<p><b><u>Post "Killer Phrase" List at Your Team's Meeting</u></b></p> <ul style="list-style-type: none"> <li>▪ We can't pay for it ...</li> <li>▪ It won't work ...</li> <li>▪ Bad idea ...</li> <li>▪ We don't have the time for that now.</li> <li>▪ That's a stupid idea. You know that's impossible.</li> <li>▪ You're really weird!</li> <li>▪ Are you crazy? Are you kidding me? Are you serious?</li> <li>▪ Only girls/boys do that!</li> <li>▪ Wow, he's/she's strange, really strange!</li> <li>▪ That stuff's for sissies.</li> </ul> <p>ALSO - No put downs ... and No laughing at any idea ... Help each other be right - not wrong. Help each other achieve and take pride in each other's progress and growth.</p>
<p><b><u>Seek Quantity</u></b></p> <p>More original and unique ideas often occur later in a list of possibilities as teams tend to suggest what they have seen or heard before first.</p>	<p><b><u>Consider Novelty</u></b></p> <p>In addition to the quality of ideas and choices in productive thinking, you are also concerned with ideas that are new or original.</p>
<p><b><u>Encourage Freewheeling</u></b></p> <ul style="list-style-type: none"> <li>•• Don't hold back or censor ideas.</li> <li>•• Team members should have no fear of hearing laughter or put-downs after saying an idea.</li> <li>•• It is easier to tame down a wild or silly idea than to build up a bland one The funny idea helps preserve a light-hearted and playful atmosphere that supports creative thinking</li> </ul>	<p><b><u>Stay on Course</u></b></p> <p>Keep your goals and objectives clearly in mind.</p> <p>ASK:</p> <ul style="list-style-type: none"> <li>▪ Are we moving in the right direction?</li> <li>▪ Are we moving closer toward where we want to be?</li> </ul> <hr/> <p><b><u>Look for Combinations</u></b></p> <ul style="list-style-type: none"> <li>•• Be a hitchhiker by combining ideas or parts of ideas in new ways.</li> <li>•• Be a piggy-backer and look for combinations</li> </ul>