

# How to Ignite & Develop Your Team's Creativity

GoSkills online course syllabus

**Skill level**

Beginner

**Lessons**

17

**Accredited by**

Verified by GoSkills

**Pre-requisites**

No prior experience needed

**Video duration**

53m

**Estimated study time**

53m 36s

**Instructor**

Jeff Fajans, PhD

## Introduction

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### Why it matters

The need for creativity in the workplace is at an all time high, and the most important work gets done by teams.

## Creative Team Climate

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### Defining team climate

How your people perceive or experience the work environment and interactions within the team can either ignite or extinguish your team's creativity.

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### Creating psychological safety

Without psychological safety, there will be no team creativity.

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### Encouraging positive emotions and play

When people enjoy what they do and who they do it with, they are more likely to generate better ideas at a higher frequency.

5

### Celebrating diverse perspectives

When different ideas, experiences, and perspectives come together - true innovation can happen.

6

### Fostering recognition

When people feel recognized and supported for their efforts, especially efforts towards innovating, it creates a team climate that ignites creativity.

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### Providing autonomy

Without the freedom to explore and develop new ideas, team creativity won't happen.

# Foster Collaboration

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## Creating a shared vision

A compelling, shared vision among team members has been shown to be one of the most significant predictors of team innovation.

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## Facilitating helping behaviors

Help-seeking and help-giving are two of the most powerful behaviors when it comes to sparking creative collaboration.

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## Enhancing team learning

In order to be successful, teams need to engage in structured reflection in order to rapidly learn, adjust, and innovate.

11

## Spanning boundaries

Today's business challenges span across boundaries, and as such, so too must leadership and collaboration.

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## Prioritizing empathy

To reach the highest levels of creativity, it is not enough for team members to just effectively collaborate with one another - a team must seek to empathize and understand the clients and customers that they serve.

# Coaching for Creativity & Growth

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13

## Ask, don't tell

If you want your people to develop their own creativity and critical thinking skills, you have to go beyond just giving direction and telling them what to do.

14

## Delivering feedback for creativity

If you deliver feedback the wrong way, you risk destroying your people's drive to take risks and be creative.

15

## Activating their strengths

One of the most common reasons teams struggle to innovate is the misbelief that to be successful, a team must "fix its weaknesses." After watching this lesson, you'll be able to identify and activate your team's strengths - and supercharge its creativity.

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## Conducting meaningful 1-on-1's

Research shows that regular and meaningful 1-on-1's lead to people who are 3 times more likely to be engaged at work.

# Conclusion

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# 17

## Role model creativity

Now that you've watched this course, you should feel empowered to ignite and develop your team's creativity.

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