Creative Confidence

(re)claiming your creativity

Christi Zuber, Phd, RN
@czuber
christi@aspenlabsnetwork.com
www.aspenlabsnetwork.com

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Children's Joke Telling Contest | Iowa State Fair 2012

1,967,855 views   👍 3.1K   👎 748   ➤ SHARE   ☰+ SAVE   •••

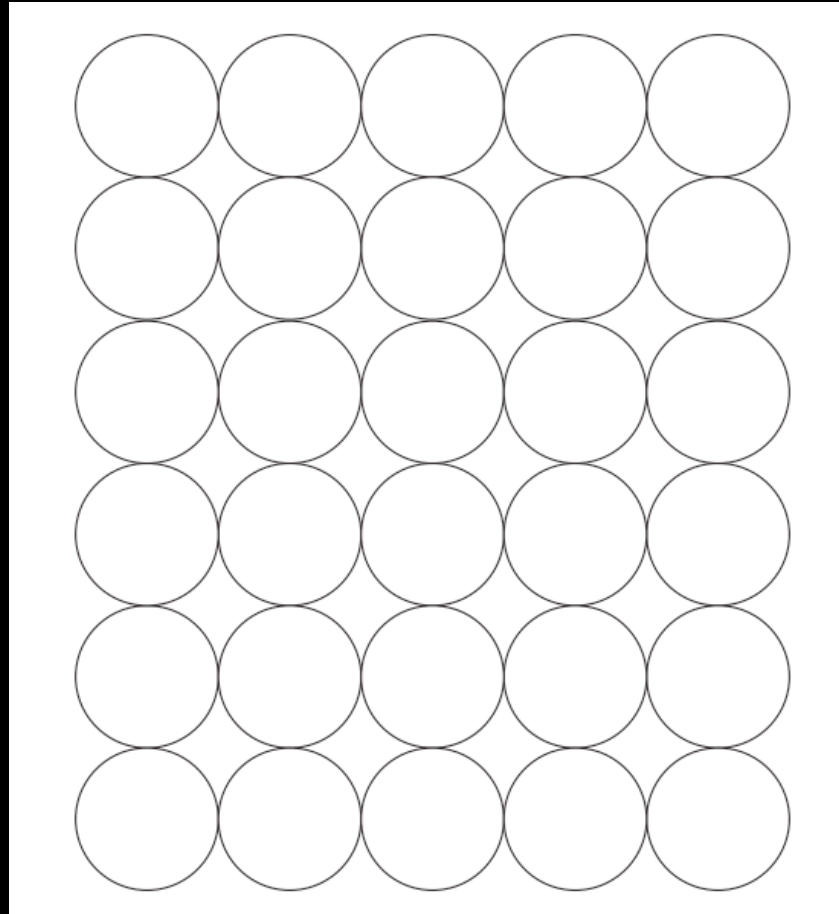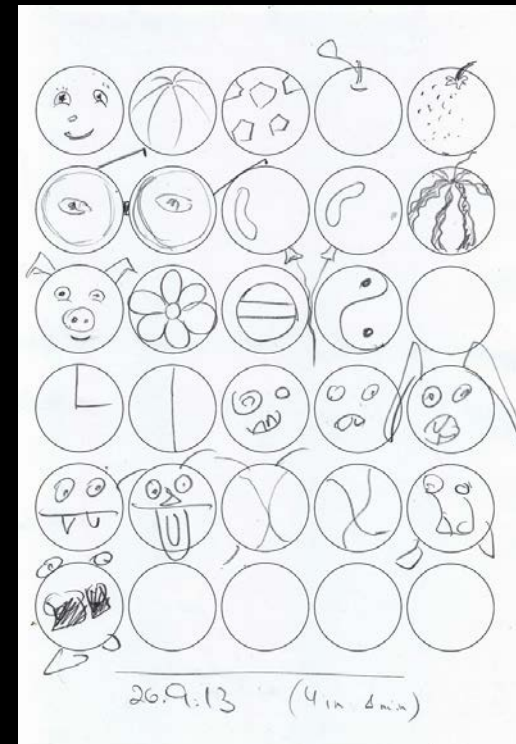# We will cover…

- **Our brain and humans**…for better and for worse

- **Bonified play time**… tell the folks back home it's called "serious play" (don't worry, there is a whole body of literature around it that will keep them busy for weeks)

- **Creative confidence**

The Circles Game – 3 minutes

The Circles Game

Are the ideas derivative (a basketball, a baseball, a volleyball) or distinct (a planet, a cookie, a happy face)?

The Circles Game

Did anyone "break the rules" and combine two or more (a snowman or a traffic light)? Were the rules explicit, or just assumed?

Here comes bias.

Availability bias

"It would appear, Hopkins, that your gut feel was only indigestion"

Availability bias

What: Preference for what can be easily imagined

So What: Undervaluing of more novel ideas

Curiosity

cu·ri·os·i·ty

Noun

1. a strong desire to know or learn something

**Breaking Bias:
Analogous observations**

Breaking Bias:
Additional approaches

Diversity of team members

Collaborative work spaces

Traveling to other places and orgs

Telling stories

Physical movement

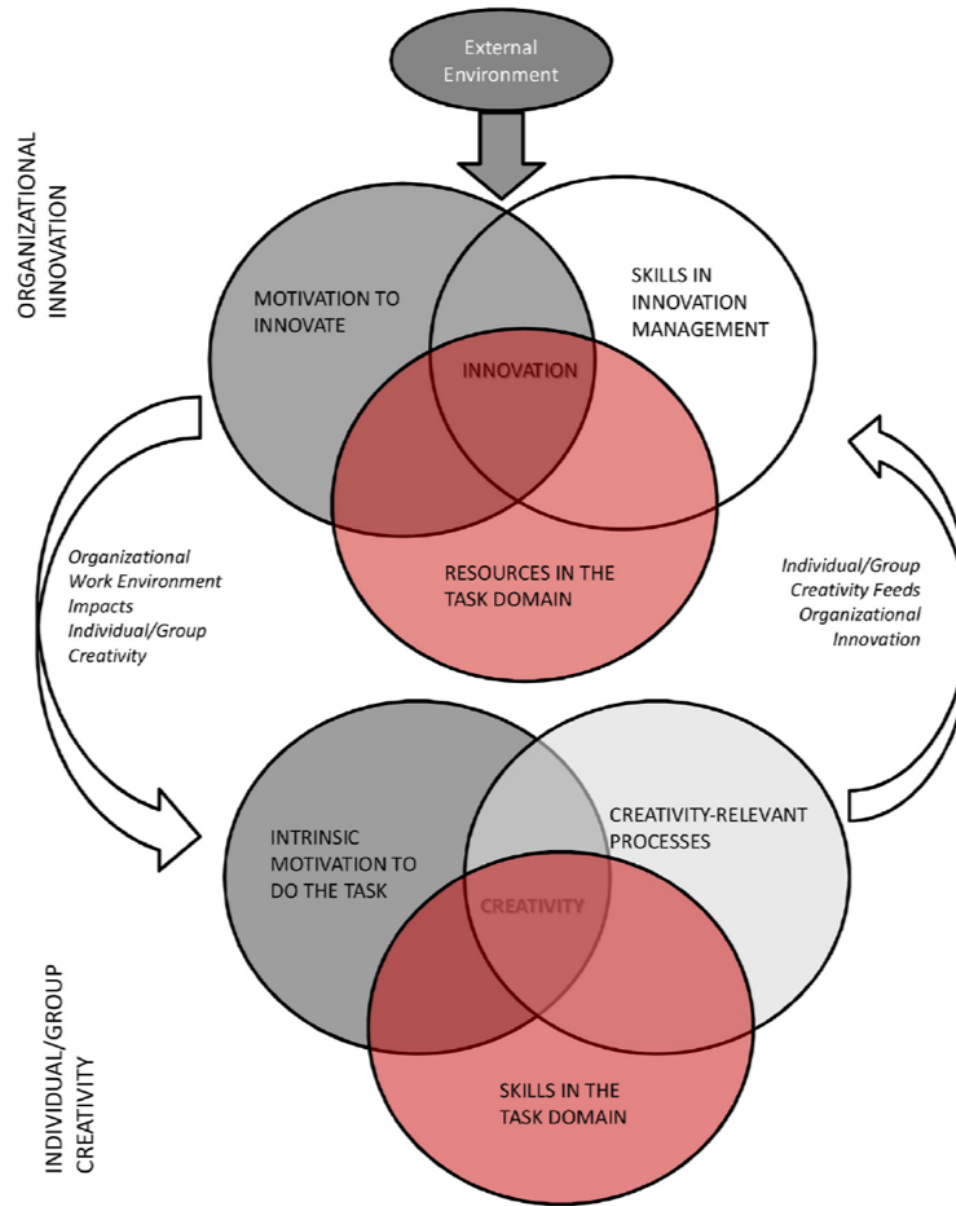Connecting with users/customers

Resources for moonshots

Reading science fiction

Running small learning tests

Improvisational thinking

Amabile, T.M. and Pratt, M.G., 2016. The dynamic componential model of creativity and innovation in organizations: Making progress, making meaning. *Research in Organizational Behavior*, *36*, pp.157-183.

Reference articles

Amabile, T.M. and Pratt, M.G., 2016. The dynamic componential model of creativity and innovation in organizations: Making progress, making meaning. *Research in Organizational Behavior, 36*, pp.157-183.

Zuber, C.D. and Moody, L., 2018. Creativity and Innovation in Health Care. *Nursing administration quarterly, 42*(1), pp.62-75.

Liedtka, J., 2015. Perspective: Linking design thinking with innovation outcomes through cognitive bias reduction. *Journal of Product Innovation Management, 32*(6), pp.925-938.

Why humor and play?

Yes, but…

Yes, but…

Yes, and…

Improv phrases:
- *Accept every offer*
- *Make your partner look good*

Yes, and…

*Simulation as a creative ideation AND
a collaboration technique*

Community non-profits session

ANA session

NO EVIDENCE. NO EVIDENCE. NO EVIDENCE. NO EVIDENCE. NO EVIDENCE. NO EVI

Labor/Management Story

Your turn.

*Simulation as a creative ideation AND
a collaboration technique*

Your turn.

Blindly select:
- *A story containing 1 condition and 1 person/persona*

Knowingly select:
- *2 technologies/infrastructure supporters*

Free passes:
- *Smart phone, Alexa, internet access*

If at first an idea is not **absurd**, then there is no **hope** for it.

-Albert Einstein

If you want to move knowledge from your head to your heart, it requires your hands.

Creativity is the ultimate integration tool. And the best part is that it's built in.

-Brene Brown

David Kelley | TED2012

How to build your creative confidence

11:40

David Kelley

Tomorrow

How are you going to play your OWN games with that brain of yours

- **Notice your own biases and board room self-edits to:**
  - **quiet them down**
  - **intentionally (re)build "muscles"**
- **Think of people, places and processes to help you:**
  - **model curiosity**
  - **signal play & laughter**
  - **(re)claim YOUR creativity**

Appendix

Design for kronos and kyros time

The ancient Greeks had two words for time:

kronos and **kyros**.

Design for kronos and kyros time

Kronos is the chronological or sequential time. Think about time that is planned for and scheduled.

In this example, the workgroup format in the Hackathon session allowed a structured opportunity for people from different organizations to meet and learn a something new together, teams connected and some exchanged contact information. Another example are presentations and learning tracks that reveal common areas of interest based on a participants attendance.

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Design for kronos and kyros time

Kyros signifies a proper or opportune time for action. Think, happy collisions. You can't force it to happen but you can create conditions for serendipity.

In this example, the Aspen Labs team was in front of the bookstore speaking with Bonnie when the FHIL team left the panel presentation. This resulted in an introduction from Bonnie between the 2 groups and a 45 minute conversation that revealed interconnections and common interests. Plans have already been made for future exchanges. A common area space to linger near the main flow allowed for the opportune time to meet.

Intentionally design space, content and flow for both of these experiences
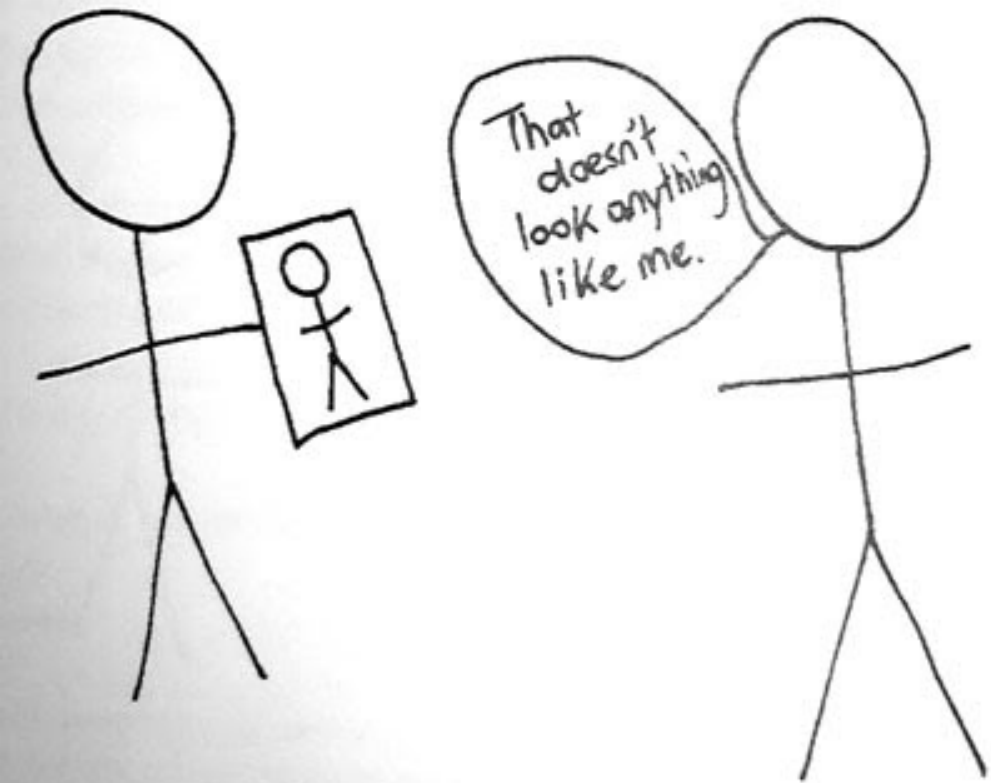
Intentionally design space, content and flow for both of these experiences

https://todayscatholic.org/red-mass-draws-attorneys-judges-and-officials

Draw your experience

Take 2 pieces of blank paper. Take 8 min to draw and 5 min to share.

One page: draw images of a time you felt happy and playful at work

Another page: draw images of what your best team experience looked like

You'll be sharing this with a partner at your table.

Fear of failure

Types of Failure

Amy C Edmondson
(Harvard Business Review, April 2011)

Blameworthy Failure .... **Praiseworthy Failure**

Deviance	Inattention	Inability	Process Inadequacy	Task Challenge	Process Complexity	Uncertainty	Hypothesis Testing	Exploratory Testing
Violating prescribed processes.	Careless deviation from process.	Lack of skills, training, competence.	Prescribed process is faulty.	Task is too hard to execute reliably.	Process breaks down due to complexity.	Reasonable choices lead to failure due to unforeseeable events.	Experiment designed to test an idea leads to unwanted results.	Experiment designed to uncover new knowledge leads to unwanted results.

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adult mind
vs child mind

what is play?

play (*noun*).
freedom of movement within a given space

It is developmental and cathartic.
"It is essential for helping children reach important social, emotional, and cognitive developmental milestones as well as helping them manage stress and become resilient"
- The American Academy of Pediatrics (AAP)

It is a natural and learned schematization of life.
"A primitive and paradoxical communication, schematic expression, and a succession of disequilibrial bipolar state, with their own rules, sequences and climaxes" - Brian Sutton Smith, PhD

It is a quality of mind.
"Play and work are words used to describe the same activity under different circumstances"
- Mark Twain

With Permission: Barry Kudrowitz
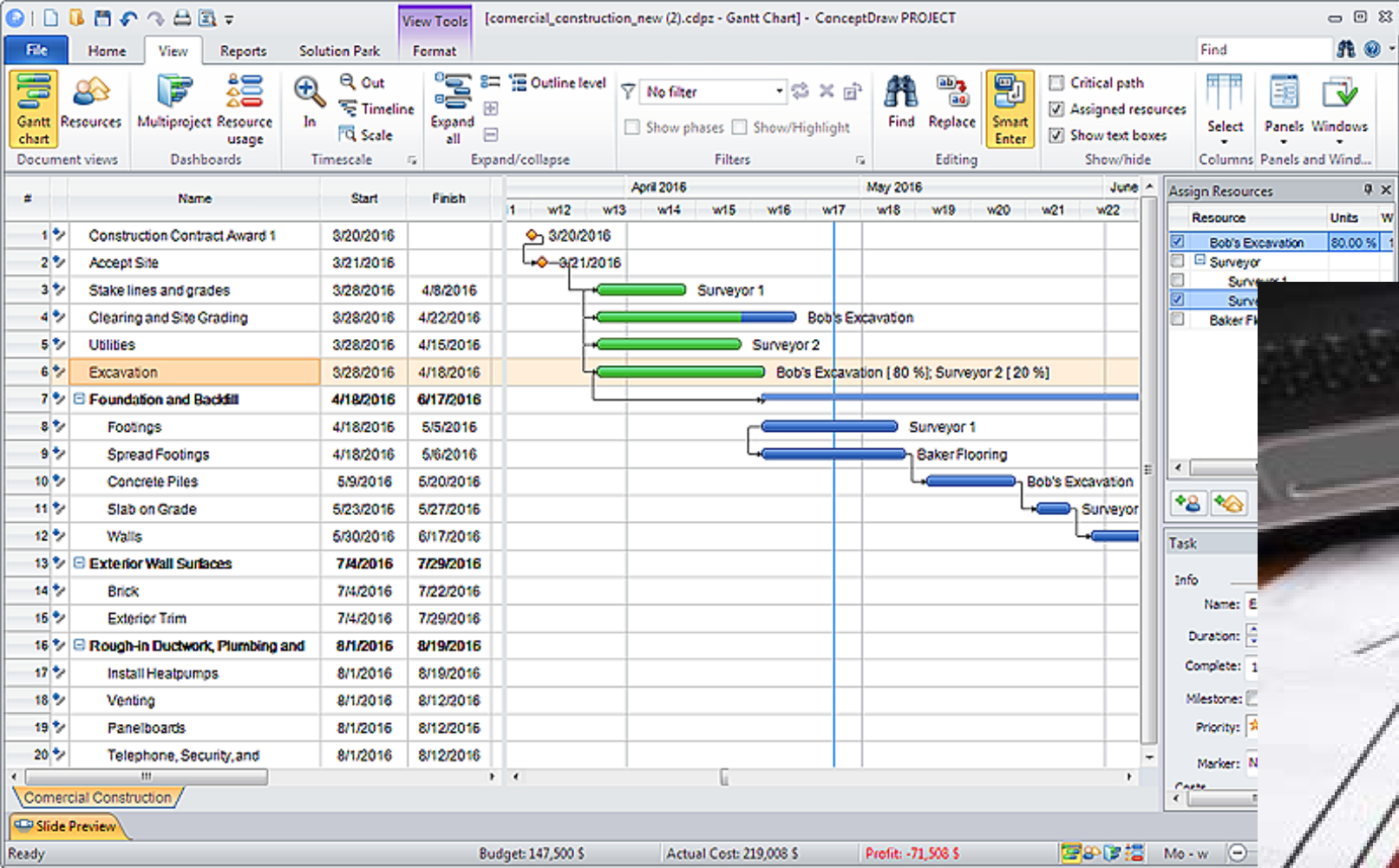
Social Movements

Social Networks

Social Structures

Photo Credit: https://todayscatholic.org/red-mass-draws-attorneys-judges-and-officials/

File Home View Reports Solution Park Format

Find

Gantt chart | Resources | Multiproject | Resource usage | In | Out | Timeline | Scale | Expand all | Outline level | No filter | Critical path | Assigned resources | Show text boxes | Find | Replace | Smart Enter | Select | Panels | Windows

Document views | Dashboards | Timescale | Expand/collapse | Filters | Editing | Show/hide | Columns | Panels and Wind...

Show phases Show/Highlight

#	Name	Start	Finish
1	Construction Contract Award 1	3/20/2016	
2	Accept Site	3/21/2016	
3	Stake lines and grades	3/28/2016	4/8/2016
4	Clearing and Site Grading	3/28/2016	4/22/2016
5	Utilities	3/28/2016	4/15/2016
6	Excavation	3/28/2016	4/18/2016
7	Foundation and Backfill	4/18/2016	6/17/2016
8	Footings	4/18/2016	5/5/2016
9	Spread Footings	4/18/2016	5/6/2016
10	Concrete Piles	5/9/2016	5/20/2016
11	Slab on Grade	5/23/2016	5/27/2016
12	Walls	5/30/2016	6/17/2016
13	Exterior Wall Surfaces	7/4/2016	7/29/2016
14	Brick	7/4/2016	7/22/2016
15	Exterior Trim	7/4/2016	7/29/2016
16	Rough-in Ductwork, Plumbing and	8/1/2016	8/19/2016
17	Install Heatpumps	8/1/2016	8/19/2016
18	Venting	8/1/2016	8/12/2016
19	Panelboards	8/1/2016	8/12/2016
20	Telephone, Security, and	8/1/2016	8/12/2016

April 2016 May 2016 June
w12 w13 w14 w15 w16 w17 w18 w19 w20 w21 w22

3/20/2016
3/21/2016
Surveyor 1
Bob's Excavation
Surveyor 2
Bob's Excavation [80 %]; Surveyor 2 [20 %]
Surveyor 1
Baker Flooring
Bob's Excavation
Surveyor

Assign Resources

Resource	Units	W
Bob's Excavation	80.00 %	
Surveyor		
Surveyor 1		
Surv...		
Baker Fl...		

Task
Info
Name:
Duration:
Complete:
Milestone:
Priority:
Marker:

Comercial Construction
Slide Preview

Ready Budget: 147,500 $ Actual Cost: 219,008 $ Profit: -71,508 $ Mo - w

Intentionally design space, content and flow for both of these experiences

https://todayscatholic.org/red-mass-draws-attorneys-judges-and-officials

THE
PROGRESS
PRINCIPLE

USING SMALL WINS TO
IGNITE JOY, ENGAGEMENT, AND
CREATIVITY AT WORK

TERESA AMABILE
STEVEN KRAMER

Harvard Business Review Press
Boston, Massachusetts

- Slide on passion or resilience

- Why you need to celebrate successes for yourself and your team (progress principal – Amabile's research)
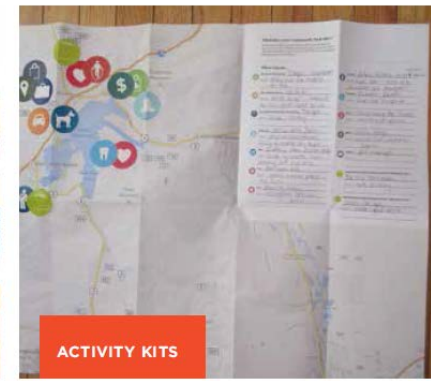
- Microclimate research – buffer from the org

MTCO
EST. ✕ 2014
Mountain Colorado

innovation consultancy
KAISER PERMANENTE

COMMUNITY EXPERIENCES

ANALOGOUS INTERVIEWS

IN-HOME INTERVIEWS

ACTIVITY KITS

COLORADO ANGLER

MURDOCH'S RANCH & SUPPLY
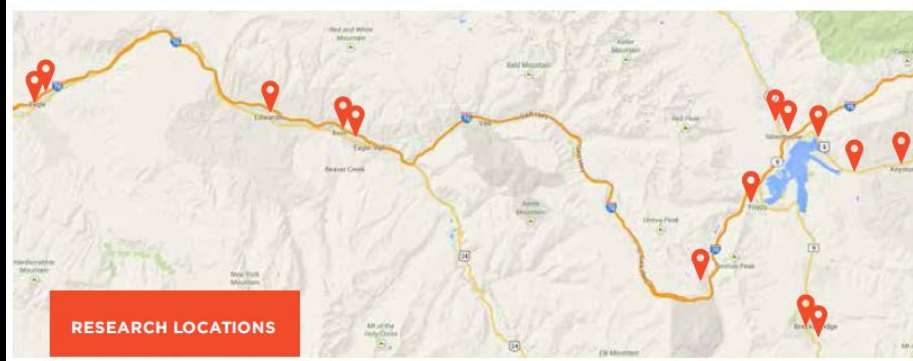
RESEARCH LOCATIONS

Pete, 52
Family man. Recovering from bankruptcy. Prioritizes car insurance for his 17 yo over health insurance for himself.
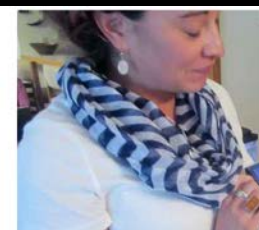
James, 42
Chronically ill. On his 3rd liver and over dozen medications. Diligently engages in multiple avenues to keep himself well.

Skyler, 24
Couch-surfing seasonal worker. Made the mistake of taking a full-time resort job last year. This year, she will take multiple jobs to make more money during the season.

Margaret, 53
Mother of 7. Her and her husband made job choices most of their lives based on health insurance coverage for their kids.

In Production:
17 months in new market

© Christi Zuber 2017 // Aspen Labs

Angela Donlevy, woke up with the idea in her mind after dreaming about grey frames.

Why all the frames were grey?

https://www.youtube.com/watch?v=G6gn1CawauU

Pimp My Zimmer: Elderly residents at an Essex carehome look super fly

Jen Mills Friday 2 Dec 2016 10:47 pm

Betty and Olive show us how it's done (Picture: SWNS)

Zimmer frames might have a grey and boring stereotype, but a group of pensioners from Essex are proving that they can be anything but.

Residents at a carehome have started a craze, after revamping their walking frames with different colours and patterns.

Some of them are wrapped in patterned wallpaper, while others have British Legion poppies pinned all over them, or tinsel (well, it is Christmas after all).

Many of them have colourful foam bumpers to cushion the impact if they hit something accidentally.

We absolutely love them — but the sparkly new zimmers aren't only to look good.

http://www.boltonft.nhs.uk/2017/05/pimp-my-zimmer-pilot-programme-is-a-huge-success/

Photo credit: @FriendsElderly

Photo Credit: DENISE BRADLEY
https://www.burtonmail.co.uk/news/local-news/pimp-zimmer-say-pensioners-kids-1341805

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Aneurin Bevan
University Health Board

GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Home | About Our Organisation | Working for Us | Departments & Services | Our Hospitals | Our Clinics | GP, Pharmacy & Dental Out of Hours | Be Summer Savvy | Contact Us

Home > News index > Pimp My Zimmer goes global...

Search [   ] Go

Pimp My Zimmer goes global...

Tuesday, 12 December 2017

We're very excited that our 'Pimp My Zimmer' project has featured on the BBC World Radio Service - and has been listened to by 1.1 million people across the globe!...
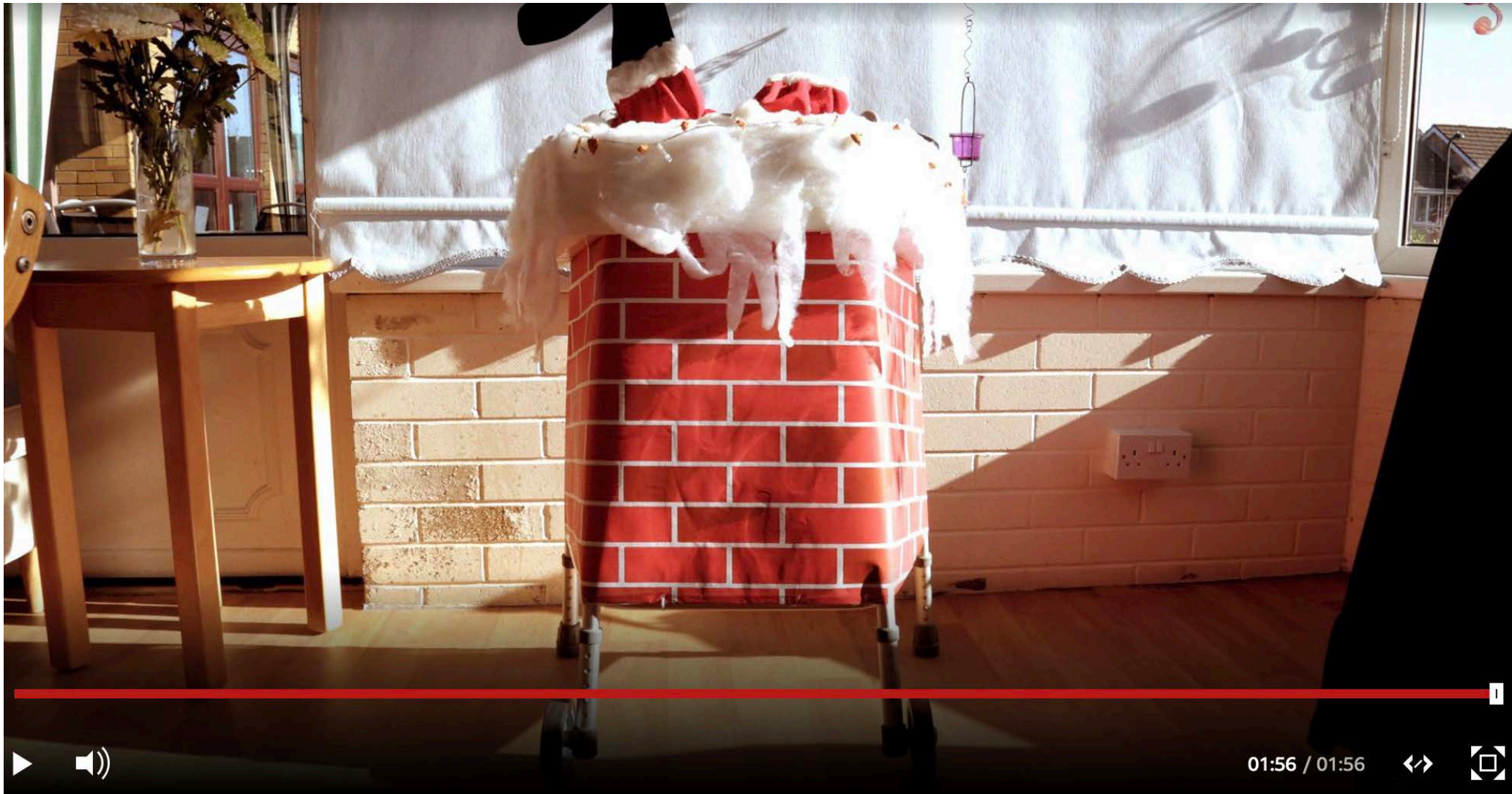
You can listen to what was aired by going to the BBC website *(opens in new window)*

The 'Pimp My Zimmer' project (aka 'Shimmer My Zimmer') involves local schoolchildren decorating zimmer frames for care home residents.

The project aims to reduce falls as people with dementia can find it hard to recognise their grey-coloured frames. One care home claims the project has reduced falls by up to 60%.

Keep an eye on our Facebook page this week for a video featuring the Christmas-themed version of the project - 'Dec My Zimmer'...

http://www.bbc.com/news/av/health-42284621/pimp-my-zimmer-project-reduces-falls