

# Scholarly Innovation and Creativity Module

## WORKING PAPER 1 PARTICIPANT PERSPECTIVES ON CREATIVITY

### Introduction

This Working Paper presents the views of 11 higher education teachers/lecturers at the University of Limerick who participated in the Scholarly Innovation and Creativity Module.

An important objective of the module is to create a learning ecology in which participants shared their perspectives on, and experiences of creativity. This Working Paper is based on an email survey conducted in April 2014 immediately prior to the module.

The survey comprised sixteen questions relating to perceptions of creativity in everyday (work and non-work) contexts. In this initial version of the Working Paper the responses are presented without any analysis. Subsequent versions will try to draw out key themes from the information provided.

Participants had little time to respond to the survey and I am very grateful to everyone who did - Carmel Hannan Paula Seth, Donnacha Toomey, Mike O'Brien, Michelle Norris, Norah Banafi, Tadhg MacIntyre, Susan Leahey, Noel Carroll, Jaimie McMullen, Mansour Alammur.

*Norman Jackson (Module Facilitator)*  
16.00 02/04/14

### A PERSONAL PERCEPTIONS OF CREATIVITY

**1) What does being creative mean to you in any context?**

A willingness or sensitivity to perceive newness and difference in what has previously been known.

**2) What does creativity mean to you in your work as a teacher/educator?**

An ability to welcome something which challenges my preconceptions and sedimented, limited ways of being and doing in relationship to my subject and students.

**3) What does creativity mean to you in your work as a scholar/researcher?**

The capacity to stand in wonder and let the potential of uncertainty and newness create new possibilities and perception.

### CREATIVITY IN CONTEXT

**4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

Mothering. Baking. Maintaining and sustaining relationships which enable me to flourish. Survive financial constraints.

**5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

Lesson planning. Dialoguing with students. Time management.

As a psychotherapist (my other work) I am in constant creative dialogue with clients - creating new narratives and meanings for their existence.

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

Write. Think. Dialogue with others.

**EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

Parenting is a constant creative endeavour- exploring my own sedimented ways of being developed from fear, insecurity, pain - and awakening the potential to be in a state of newness to accompany my son as he explores his being-in-the-world. There is creativity in mutual discovery, in creating a home, creating food.

**8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?**

I come from a background of drama teaching so every lesson was an opportunity to create with students. I have brought a repertoire of creative exercises into other educational contexts- using role-play, improvisation, imagery etc to provide access to new ways of perceiving a topic/material. I am especially interested in the idea of poetic dwelling- that language is never enough and to attend to the presence of silences, the unsaid, the unsayable in the classroom. I also regard wonder as a creative force in education so being able to access an attitude of wonder is important to me as an educator. I see genuine, open dialogue as a central aspect of my work. Engaging students in socratic dialogue is to encourage a self awareness of our sedimented pre-conceptions and look for potential newness.

**9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

My doctoral research is the lived-experience of wonder. I am researching that which exceeds signification so I dwell in poetry, art, dance, exploring how language can capture the experience. I am also exploring how science is inspired to be creative in response to the mystery and uncertainty of wonder. My research methodology invites a creative response from participants and a creative response from me in return to represent their contributions.

**FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

Boredom encourages me to be creative as I see them as an opportunity to know myself and develop new ways of being that are more fulfilling. My son encourages me to be creative so I role model newness and originality as a possible response to life's challenges. Being alive and accepting my inevitable death really is an encouragement to be creative with what I have - whilst I have it!!!

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?**

Having colleagues who are creative/open.

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

Having others to share ideas with- to be challenged and inspired.

### **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?**

Fear. Need for security. Prejudice.

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

Lack of support. Lack of interest, vision and curiosity in others. Others fear of change. Others need for certainty .

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

Lack of a creative community around me to dialogue with. Fear of rejection. Self doubt.

### **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

I am in a supportive learning community....excellent, creative mentors and with access to a network of fellow wonderers.

## **B PERSONAL PERCEPTIONS OF CREATIVITY**

**1) What does being creative mean to you in any context?**

Being innovative, arty, flamboyant

**2) What does creativity mean to you in your work as a teacher/educator?**

Trying out new methods of teaching

**3)What does creativity mean to you in your work as a scholar/researcher?**

Breaking new ground

### **CREATIVITY IN CONTEXT**

**4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

Sing

**5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

Try to engage students when they lose focus

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

New research areas

#### **EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

I adopted a song to sing it with different words, tune and pitch on the spur of the moment

**8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?**

I changed the way in which I assess students as an experiment to see if they would engage in the tutorials debates. It was creative and no one had done so before.

**9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

I adopted a new perspective when address an old research questions, hot topic!

#### **FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

No structure

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?**

Problems

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

New data

#### **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?**

Time- lack of time to play

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

Research pressures

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

Lack of imagination and fear of it all going wrong

#### **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

More clearly defined work roles and less pressure to do everything all at once within the context of working 7 days a week to achieve these workload model pressures

### **C PERSONAL PERCEPTIONS OF CREATIVITY**

**1) What does being creative mean to you in any context?**

Being an observer who looks for an opportunity to 'sprinkle magic' on some aspect of their lives. Creative people are simply conduits for various forms of expression.

**2) What does creativity mean to you in your work as a teacher/educator?**

Adding innovative ideas that inspire my students to challenge themselves.

**3) What does creativity mean to you in your work as a scholar/researcher?**

Looking for novel ideas (or new ways of treating old ideas)

#### **CREATIVITY IN CONTEXT**

**4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

Entertaining our 5 month old twin boys, guitar playing, song writing, recording music and home Improvements.

**5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

Designing Media Broadcasting and Radio Programme Production programmes, Scriptwriting and Film Making. Sourcing inspirational content e.g. research material, video and audio clips.

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

Search for material outside my discipline to consider other perspectives on the project I am working on. e.g. looking at prosumers in business (consumer+ producers) in relation to the media and music industries.

#### **EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? I have produced 2 albums of recorded music in the last 5 years. It was creative because of the nature in which the songs evolved. Why was it creative?**

There was no structure at the beginning so I had to do a lot of experimenting i.e. create space to work on the project i.e. think about what I wanted to say/my sound/instrument choice etc.

Describing my vision to the other musicians and the engineer was perhaps the most challenging as over-production can ruin a recording.

**8) Please provide an illustrative example of the way you have used your creativity in your work as a teacher/educator?**

While studying techniques employed by a local filmmaker I followed up by featuring them as a collaborator in a workshop some weeks later. Why was it creative? It broke away from doing things in a repetitive and predictable way.

**9) Please provide an illustrative example of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative?**

I presented a novel way of adding interaction to Litter Bins for a Conference in Italy. Why was it creative? It added a fun element to an everyday object that we don't normally take much notice of.

#### **FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?** Most of all a space to dedicate to experimentation/writing is important. Listening and observing the way others do things. Discussing ideas with others. Watching films, listening to music and reading.

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?** Having a responsive and interested group of students. Having a good dynamic within the class group. All of the factors in (10) above

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

Believing that there is something interesting to be uncovered 'around the corner' e.g. at the next meeting with colleagues, collaborators, conference or in the library.

#### **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?** Lack of time and space- wasting valuable time on e-mail/social media-sometimes of course, they are useful tools also. Sometimes, routine and house chores etc.

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?** Administration duties and sometimes taking on too many 'side projects'.

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

Feeling a 'little restricted' that things have to be done/phrased in an 'academic way'

#### **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to?**

Yes, generally I have a lot of freedom to arrange my classes as I choose. ? It is quite common not to see some colleagues very often however as they have different timetables/commitments. How might the environment be improved to promote your creativity further? This could be improved by having 'informal discussions' once or twice weekly to see what others are working on and share ideas.

## **D PERSONAL PERCEPTIONS OF CREATIVITY**

### **1) What does being creative mean to you in any context?**

Making the mundane more interesting; by providing unique solutions.

### **2) What does creativity mean to you in your work as a teacher/educator?**

Thinking on my feet and facilitating my students in achieving their potential.

### **3) What does creativity mean to you in your work as a scholar/researcher?**

Making a subject stimulating to the reader and enhance understanding.

## **CREATIVITY IN CONTEXT**

### **4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

Parenting, volunteering, family, community interaction.

### **5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

The design & delivery of accredited and bespoke Management Development programmes tailored to unique corporate client requirements.

### **6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

The levels of emotional intelligence required to interview and assimilate data from a research study.

## **EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

### **7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

Parenting, I have three children who all require unique creative approaches to get them in the car at the same time.

### **8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?**

The design & delivery of accredited and bespoke Management Development programmes tailored to unique corporate client requirements - as mentioned above. Organisations have very specific structural and cultural educational requirements that I have to creatively satisfy on a daily basis.

### **9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

I invented a fictional organisation (structure, turnover etc.) in order to join a community of practice - unsure if this was illegal or creative?

### **FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

Personal satisfaction, interest and wellbeing.

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?**

When I really like my students and I don't want to let them down.

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

If that creativity will progress my career.

### **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?**

Time and lack of opportunity.

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

No recognition and no value placed on teaching.

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

### **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

This really depends on institutional leadership and the values that are espoused. Creativity on a micro-level is often within your control; beyond that point, if your creativity is not viewed as worthwhile by the institution the environment becomes less favourable and in my experience often hostile. Overall my work environment only supports creativity if it supports a very narrow and predetermined set of values.

## **E PERSONAL PERCEPTIONS OF CREATIVITY**

**1) What does being creative mean to you in any context?**

Evolving ideas using different means including visual, auditory, physical etc.

**2) What does creativity mean to you in your work as a teacher/educator?**

Using different methods to try and convey information in an informative and enjoyable way. I.e. using methods which students relate to such as social media, online resources and interactive methods such as quizzes and competition to reinforce knowledge.

**3) What does creativity mean to you in your work as a scholar/researcher?**

In terms of presenting research in different formats such as infographics, prezi etc. Also utilising new methods in research and evolving these methods in a unique manner to create original and informative research.

**CREATIVITY IN CONTEXT**

**4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

Cooking, creative use of time in terms of balancing sports, research etc.

**5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

Interacting with students in labs to try and convey information across in as understandable a way as possible. You learn how some lab groups react to different methods of teaching i.e. PBL, hands- on, quiz methods quickly and have to adapt classes to suit.

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

Currently doing up feedback sheets for subjects utilising Canva.com to prevent them being word/excel based. Seeing what different colours/images work best so that the information is still clearly conveyed whilst also looking interested.

**EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

**8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?**

Quizzing the students on previous labs as they learn new information so that they can try and link the information together. Trying to get the students to interact more. Not seeing each lab as an individual entity but as a continuous stream.

**9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

Feedback sheets see question 6.

**FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

Others using creative means, same constraints that can discourage also.

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?**

Same as the factors which can discourage.

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

Same as the factors which can discourage.

## **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

### **13) In the context of your life outside work: what factors discourage you to be creative?**

Time constraints, utility constraints, environment, social environment (influence of the people who surround you).

### **14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

Same as above along with influence of the students in terms of ability, understanding, willingness to participant/discuss. Module outlines, numbers of students in a class/lab, unresponsive students.

### **15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

Same as question 13 along with constraints of previous research, constraints of journals, utilities, funding.

## **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

### **16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

Yes. Very open to ideas and utilisation of original methods etc. Interaction form across departments and across the university to see what creative methods others use in teaching/research.

## **F PERSONAL PERCEPTIONS OF CREATIVITY**

### **1) What does being creative mean to you in any context?**

Use different ideas and relate them to my own area of research in order to create something new.

### **2) What does creativity mean to you in your work as a teacher/educator?**

Be creative in choosing classroom activities and have students think and produce something new.

### **3) What does creativity mean to you in your work as a scholar/researcher?**

It means experimenting and questioning assumptions and ask good questions to find answers. Then drew connections between answers and ideas from unrelated fields.

## **CREATIVITY IN CONTEXT**

### **4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

I do Zumba dance and I try sometimes to come up with my own choreography.

### **5) what sort of things do you do in your work as a teacher/educator that requires you to be creative?**

I have to be creative in creating teaching materials.

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

It is very important for me to create a mind map before I start any work. It helps to come up with new ideas and thoughts and make me more organized.

#### **EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

I cook without recipes and I use my own style in cooking. It is creative because it encourages me to be brave and try new things.

**8) Please provide an illustrative examples of the way you have used your creativity in your Work as a teacher/educator? Why was it creative?**

I used my creativity in designing a unit for painting art class that aimed to Teach Language and Culture through Pictures. Visiting museum and creating comics were creative parts in the unit because the visit helped students to review what they have already known about American art history from 20th century until 17th century. The museum is an excellent place that represents a clear picture of history. Also, using comic cartons create a sense of humour in class as well as provide a motivation for understanding abstract art. Additionally, it provides students with meaningful tasks that will help them master the idea of abstract art through discussing some questions and analysing some pictures as well as drawing their own abstract art and giving presentations about it.

**9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

I used my creativity in designing a T-shirt for my English Department in Murray State University by using online free sources. It was simple and included many greetings words from different languages.

#### **FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

Reading books in psychology help me to direct my attention to inside and realized my own sources.

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?**

Observe other teachers classes and see how creativity might play out in classroom. Watch videos to see how music and songs might use in classroom.

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

Sharing ideas with my friends, open myself to new sources and taking courses about creativity.

#### **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?**

When I get lost in distractions of life that are resulting from stress in work place, relationships and families, I be less creative.

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

The obligatory of using specific teaching methods or materials in classroom discourage creativity.

Feeling that that you are constantly watched while you are working.

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

Telling me the areas that I should search instead of letting me follow my passion and curiosity.

#### **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

Yes. my work environment encourages me to be creative. It opens my mind to use new tools of technology. Also, it provides free sources to gain information. In addition. I deal with people who are open for new ideas and thoughts. It runs a lot of work-shops that meet the needs of development.

## **G PERSONAL PERCEPTIONS OF CREATIVITY**

**1) What does being creative mean to you in any context?**

It means to do things differently or to approach things in an imaginative way.

**2) What does creativity mean to you in your work as a teacher/educator?**

I think it means to try to find ways to make classes or topics more interesting so as to find new and better ways to engage students.

**3) What does creativity mean to you in your work as a scholar/researcher?**

In my research, to be creative means to try to tease out new ideas or alternatively by approaching old ideas or problems with new approaches or methods that haven't been used before.

#### **CREATIVITY IN CONTEXT**

**4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

I cook. I also tend to be the person who organises birthday celebrations etc. for friends and family.

**5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

Teaching classes requires you to be creative as you need to constantly find new ways of engaging students and keeping them interested, particularly if the subject-matter is not that exciting.

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

Writing academic article that I hope to publish requires me to be creative as new ideas or new ways of approaching problems are what journal editors want to see if they are going to publish your work.

**EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

Planning a surprise party for my best friend. It was creative because I had to decorate, design a cake, pick a venue, organise gifts etc.

**8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?**

I teach family law and I have put extra effort in this semester in order to make the module more interesting for students. I redeveloped all the class materials to present them in a more visually appealing way. I also found video-clips and media articles and content (including documentaries) which were relevant to the topics we were covering and made them available to the students via hyperlinks on our on-line learning system. I also teach the topics in the module in a more modern way than family law is typically taught. The module typically focuses on marriage and begins from there but I began with other topical issues such as children's rights and the possible introduction of same-sex marriage as well as domestic violence.

**9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

My area of research is one which has been difficult to publish in international journals, particularly ISI journals, which we are required to publish in in UL. Thus, I have had to think of ways to make my research more attractive to an international audience. To do this, I began to look at other avenues from my research that would lend themselves to international publications. This involved applying new methods/theories to old ideas and trying to find areas of the law which are not very well-developed in other jurisdictions so that I could capitalise on this in order to publish in journals in those jurisdictions.

**FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

I enjoy it and I like being able to bring enjoyment to other people (e.g. by planning a party well or organising a nice present).

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?**

I want my students to enjoy their classes and I believe that they learn more effectively if they can see their lecturer's enthusiasm (which is typically reflected in efforts to be imaginative and creative in teaching).

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

I am passionate about my research area and I want to get my ideas out there so that I can encourage law reform in this jurisdiction. At a more selfish level, I also have to publish in a certain level of journals in order to get tenure and this requires me to be creative.

### **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?**

Nothing- because I enjoy it.

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

Putting a lot of effort in and students not appreciating it at all or not engaging with you by providing feedback on your efforts. I have learned, however, that sometimes this is simply students perhaps being too shy to speak up so I try not to let that put me off.

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

It can be discouraging if a journal with very traditional values or set ideas does not appreciate what you are trying to do or is unnecessarily nasty or harsh in reviewing your work.

### **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

Sometimes but a lack of time and space to be creative is often a problem. With a heavy teaching and admin load, sometimes there simply isn't time to focus on how to do things creatively. Rather, one has to focus on simply getting them done at all. I'm not sure how this can be remedied.

## **H PERSONAL PERCEPTIONS OF CREATIVITY**

**1) What does being creative mean to you in any context?**

Developing something new or making connections between different fields

**2) What does creativity mean to you in your work as a teacher/educator?**

Providing a hand-on approach to teach a topic in a fun environment

**3) What does creativity mean to you in your work as a scholar/researcher?**

Provides me with a canvas to develop a research field. Therefore I view creativity as an opportunity to lead.

### **CREATIVITY IN CONTEXT**

**4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

Conversation (scholarly and fun/joking), photography/drawing, developing proposals for research.

**5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

Developing slides which incorporate multimedia, writing papers.

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

Research - in order to carve out a new domain or write papers.

#### **EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

I enjoy photography (beginner) and I feel that I have become creative through experimenting.

**8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?**

**9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

#### **FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

Free-time, mood (i.e. happiness promotes more creativity for me)

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?**

Vibe of the students and their desire to push boundaries, innovative, develop.

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

Writing is the best activity for me to become creative - the document become my canvas J

#### **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?**

Don't often see a reason for inspiring creativity

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

Time and often the tight scope of teaching. In most cases, I feel that education kills creativity by encouraging students to think in a particular way towards a certain subject/topic in exchange for a grade.

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

My perception of the rigid nature of my discipline (i.e., fear of drawing negative attention towards a piece of work)

## OVERALL FAVOURABILITY OF WORK ENVIRONMENT

16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?

A friendly, informal, and open minded environment which promotes ideas or some form of creativity.

## J PERSONAL PERCEPTIONS OF CREATIVITY

1) What does being creative mean to you in any context?

To me being creative is expressing yourself in a manner that would be considered outside of your normal conduct.

2) What does creativity mean to you in your work as a teacher/educator?

When I am teaching I am constantly trying to find creative ways to present content to my students so that their learning can be maximised. In the classroom - being creative means that I am never doing the same thing twice the same.

3) What does creativity mean to you in your work as a scholar/researcher?

Finding ways to present my work in a novel or different manner than others have used to present similar content.

## CREATIVITY IN CONTEXT

4) What sort of things do you do in your everyday life outside of work that requires you to be creative?

Skype with my nephew (he lives in Australia and is 5) - we like to make up stories for each other and we write songs about our day.

5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?

Similar to my previous answer - but one example is something I did today with a group of 4<sup>th</sup> years. We were discussing the topic of the Good Life and moral values. We went outside, because it wasn't raining, and I had them pass around bowls with moral conversation starters in them. They had to each pick a question from the bowl and ask it of someone else in the group...it was much more interesting way to convey the meaning of moral values than sitting in a lecture hall.

6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?

I am currently interested in a topic that is hot right now and relatively new to the literature - this is great because I can pretty much explore my ideas without worrying if something has been done before. I can be creative with my wonder and ideas - and can act on them knowing that the work that will result will likely be novel.

## EXAMPLES OF BEING CREATIVE IN YOUR LIFE

7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?

8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?

9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?

#### **FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

My family and friends encourage me to be creative. I am also a long way from home and with no family here I sometimes have to find creative ways to occupy my time.

11) In the context of your work as a teacher/educator: what factors encourage you to be creative?

12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?

#### **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

13) In the context of your life outside work: what factors discourage you to be creative?

14) In the context of your work as a teacher/educator: what factors discourage you to be creative?

15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?

#### **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

I would say that my environment does allow me to be creative for the most part. Of course there are some bureaucratic factors that seem to stifle creativity - but for the most part the environment I create does foster creativity.

### **K PERSONAL PERCEPTIONS OF CREATIVITY**

**1) What does being creative mean to you in any context?**

Being creative means to me in any context is to be able to be inspired and see in my mind something that does not exist. It is not just forming a vision or something new; it is acting upon that vision with determination, energy and passion to bring forth that which does not exist into something that exists.

**2) What does creativity mean to you in your work as a teacher/educator?**

Creativity means something usually makes me feel good, and I am proud of it too, because I know that I have done something unique. For example, creative ideas often come when I feel interested and enthusiastic. I feel creative if I can create something of value; if I feel that in some ways what I do and how I do it reflects who I am.

**3) What does creativity mean to you in your work as a scholar/researcher?**

I note that creative thinking is increasingly important to accomplish my goals in my education as a researcher. I see creative abilities when social, emotional, cognitive, and professional benefits exist in my work as a researcher.

**CREATIVITY IN CONTEXT**

**4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

I tried to answer some practical questions: How do I handle my fears, doubts, anxieties, worries, and negative self-talk? To handle such things, I try to bring something new and useful. For example, I start to think of the idea of writing or publishing an article. I do not belittle my capability, and this is in itself is creativity.

**5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

For example, to save effort and time, I used to let my students to work in groups and they correct their errors in writing. It saved time and effort to correct the errors by myself. It was useful for both the students and me.

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

When I do any piece of research, I always think of the question how and why. For example, I ask myself how I can improve writing. And I try to answer it logically. Then I raise the second question why I should improve writing. I find such questions (How and why) support me to be creative as a researcher.

**EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

I used to use pictures instead of words at home everywhere. I thought it was silly, but I discovered that the idea was very useful in helping and motivating me memorise words. I think it was creative because first, it resulted in a useful outcome and second it was new to me.

**8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?**

I used to let students play the role of teachers in class. I found it useful for them to like and understand the lessons.

**9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

I always use numbers in the articles I read instead of writing words. I found it useful to refer to the article I want. In other words, I use the names of the articles in one section and numbers in another section.

## **FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

If I am in a need of something, I need to be creative.

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?**The nature of my work as a teacher

The updated technology

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

The nature of my work as a researcher

The updated technology

Being a prominent writer or scholar

## **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?**

Social problems

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

Social problems

Salary

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

Social problems

## **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

Yes.

To think of creativity as a skill

To see it in a positive light

To know how to build confidence through creativity

To make use of collaborative creative thinking

These are some examples.

## **L PERSONAL PERCEPTIONS OF CREATIVITY**

**1) What does being creative mean to you in any context?**

Doing things in a certain way (perhaps a slightly different way ) to achieve the best possible outcome for whoever is involved.

**2) What does creativity mean to you in your work as a teacher/educator?**

Doing things in a certain way (perhaps a slightly different way ) to achieve the best possible outcome for students (and myself - personal satisfaction)

**3) What does creativity mean to you in your work as a scholar/researcher?**

Doing things in a certain way (perhaps in a slightly different way) to achieve the best possible outcome for those impacted by my work

**CREATIVITY IN CONTEXT**

**4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

Managing time!

**5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

Trying different ways of engaging students - e.g. on a topic, project - for maximum impact.

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

Matching project proposals to funders' requirements/budgets; designing research studies to maximise participation rates; writing (different ways for different audiences)

**EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

Making money go further - in a number of areas, personally and for voluntary groups I'm involved with. I do a lot of home-baking and I like to use it as barter for other goods and services. I think its creative and enjoyable for all involved! I can't think of anything else at the moment.

**8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?**

I have only done some part-time teaching and haven't done so in a while now. I use group activities and reflective methods as a way of being 'creative' to enhance student learning experiences - they usually aren't used to this and while nervous at first, they really reap the benefits of it.

**9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

I conducted a national survey of men's experiences of prostate cancer care in the past year. We would usually have sent out pilot questionnaires to a small number of men, however, this time I suggested doing cognitive interviews: this allowed me to go out (usually to hospitals), see at first-hand what care processes men went through and to hear their direct experiences. I had not been involved in researching people with cancer previously so this was a creative way for me to dip my toes in, get to know the consultants (and get their buy-in for the larger survey) and learn more about the men's experiences. I think this aided the development of the questionnaire and helped recruitment to the study (>71%).

**FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

**10) In the context of your life outside work: what factors encourage you to be creative?**

Past successes, meaningful collaboration with others , learning new things from people around me

**11) In the context of your work as a teacher/educator: what factors encourage you to be creative?**

Past successes, meaningful collaboration with others , learning new things from people around me

**12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?**

Past successes, meaningful collaboration with others , learning new things from people around me

### **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?**

Nothing generally. Sometimes, however, I can be discouraged if past endeavours weren't supported so I feel 'why bother'? I also feel sometimes that I am the person that always comes up with the ideas so get a bit frustrated and less willing to engage if other people don't contribute as much as they have to offer.

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

Nothing really - I don't currently teach but I have in the past and I have been able to be creative without limitation

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

Creativity can be limited by budget and time constraints

### **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

Yes it is. I started a new job in January and any ideas I have put forward to date have been welcomed and supported (even though they are used to doing things 'a certain way')

## **M PERSONAL PERCEPTIONS OF CREATIVITY**

**1) What does being creative mean to you in any context?**

"Ability to produce work that is both novel and appropriate" -Sternberg (1999) uses this approach and this operationalisation allows us to understand *creativity* across different contexts.

**2) What does creativity mean to you in your work as a teacher/educator?**

Here it has a dual role. Firstly, it may pertain to my ability to develop creativity and innovation among the students (e.g., giving them fuzzy problems that can be solved by multiple solutions) or the role of originality in my presentation style and structure of the learning environment. (e.g., switching to campfire mode aided by lego with grad students so

we can all communicate on the level-or even using different metaphors to convey complex ideas).

**3) What does creativity mean to you in your work as a scholar/researcher?**

Different again in this context as it relates to the balance of research which focuses upon *derivative* research questions (i.e., building on the shoulders of giants) versus *novel* research questions (e.g., proposing a new paradigm).

**CREATIVITY IN CONTEXT**

**4) What sort of things do you do in your everyday life outside of work that requires you to be creative?**

My humorous comments on facebook would be one example.

**5) What sort of things do you do in your work as a teacher/educator that requires you to be creative?**

Giving example from client work here-using different metaphors to explain complex issues in performance-using river metaphor instead of Everest metaphor to explain performance...you shouldn't be in thin air when you are at your peak...unless you're a climber.

**6) What sort of things do you do in your work as a scholar/researcher that requires you to be creative?**

Parsing theories and paradigms to create new approaches to old problems. Creating logical but innovative approaches to research questions in both research design and methodological perspectives.

**EXAMPLES OF BEING CREATIVE IN YOUR LIFE**

**7) Please provide an illustrative example of the way you have used your creativity in your life outside work? Why was it creative?**

Too funny to write here.

**8) Please provide an illustrative examples of the way you have used your creativity in your work as a teacher/educator? Why was it creative?**

It was somewhat novel and appropriate to the client interaction.

**9) Please provide an illustrative examples of the way you have used your creativity in your work as a scholar/researcher that requires you to be creative? Why was it creative?**

Paper on new paradigms in *Frontiers in Neuroscience*. It was from the Oscar Wilde school of creativity-just re-conceptualised a trend in research activity as a new paradigm (no such thing as an original thought).

**FACTORS/CONDITIONS THAT ENCOURAGE CREATIVITY**

10) In the context of your life outside work: what factors encourage you to be creative?

11) In the context of your work as a teacher/educator: what factors encourage you to be creative?

12) In the context of your work as a scholar/researcher: what factors encourage you to be creative?

## **FACTORS/CONDITIONS THAT DISCOURAGE CREATIVITY**

**13) In the context of your life outside work: what factors discourage you to be creative?**

Very few inhibitions here.

**14) In the context of your work as a teacher/educator: what factors discourage you to be creative?**

Expectations abound on a particular approach in our Faculty...need for freedom to explore alternatives.

**15) In the context of your work as a scholar/researcher: what factors discourage you to be creative?**

Apart from journal reviewers we craft our own path in research and grant funders want us to be pioneering.

## **OVERALL FAVOURABILITY OF WORK ENVIRONMENT**

**16) Is the environment in which you work generally favourable to you being able to utilise your creativity in the ways you would like to? How might the environment be improved to promote your creativity further?**

12 weeks of lectures with tutorials equals to a module structure but it does not equate with a creative learning environment.