
Innovative Ideas

Definition

Must be able to generate ideas, fresh perspectives and innovative approaches in order to contribute solutions to problems, overcome constraints and generate new solutions to problems.

Key Words: Generating Ideas; Thinking “out-of-the-box”; Creative Thinking.

Behavioral Indicators:

1. Generates new ideas, concepts, plans, or approaches and finds unusual or different, but effective, solutions to problems or opportunities.
 2. Develops insights into the circumstances surrounding problems or issues.
 3. Develops “outside-the-box” solutions to problems.
 4. Encourages non-traditional, imaginative approaches to the completion of daily work assignments and the resolution of stubborn problems.
 5. Interacts with others in a manner that invites others to think differently and originally.
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PROFICIENCY LEVELS: Innovative Ideas

LEVEL I

- Sometimes develops original and fresh improvements to own areas of work.
- Uses “organizing” techniques to organize and process information that leads to new or different approaches to meeting work objectives.
- Examines the relationships among two or more items or objects and identifies a rule or principle that can be used to solve one or more issues.
- Applies an unusual approach to problem analysis and solving.
- Sometimes uses analogies, appropriate examples, biographies, etc. to make a point.
- Generates novel combinations of existing products and services to meet new expectations.

LEVEL II

- Develops or supports the introduction of new and improved methods, procedures or technologies to solve problems.
- Recognizes when something is not working and is able to switch tactics or directions.
- Treats each issue from a multiple of perspectives and angles and seek workable solutions; does not automatically choose the first solution that comes to mind.
- Encourages others to adopt non-traditional, innovative approaches to the completion of their daily work assignments.
- Challenges the “status quo” and “we-always- did- it- this- way” kinds of attitudes.
- Willingly accepts new ideas from others and sees their application to the present situation.

LEVEL III

- Develops well-argued and structured ideas based on issue identification, comprehensive analysis and synthesis of issues for complex and stubborn problems.
 - Articulates the competitive advantage or value achievable through new ideas and initiatives.
 - Exercises judgment in ensuring involvement of more senior personnel and technical experts in content and formulation of ideas.
 - Usually generates new ideas that have a significant impact in the workplace by creating new/improved service, being more cost effective and providing better value to the customer.
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