

## Creative thinking

### Technical Skills, incl. legislation and IPR

#### Basic

- Actively participates in creative thinking sessions based on techniques such as brainstorming and 6 thinking hats under supervision and guidance;
- Ability to use well-known concepts as grounds for generating new ideas;
- Ability to generate a variety of ways to implement known concepts;
- Ability to know when and how to change focus to improve idea generation;
- Accepts challenges to break free from the limits of traditional thinking;
- Uses unconnected input to open up new lines of thinking.

#### Intermediate

- Ability to generate provoking thoughts for building new ideas;
- Shapes and strengthens ideas so that they best fit in the organisation, the project or the product/service development;
- Ability to recognise own gaps in knowledge and seek collaboration or training;
- Actively listens and scans for ideas from customers, suppliers and other parties;
- Ability to actively participate and extract knowledge from knowledge transfer networks, professional bodies and associations.

#### Proficient

- Ability to overcome obvious solutions with unwanted side effects;
- Uses freely and often various supporting tools and methods such as mind mapping, concept mapping, lateral thinking, etc.
- Ability to adapt the thinking to suit changing concepts and perceptions;
- Ability to use anecdotes and stories effectively for idea development;
- Ability to handle and manage confusion in team;
- Prototypes based on generated ideas.

#### Expert

- Leads effectively teams through creative thinking sessions using various tools/methods;
- Ability to recognise and make productive the intuition and gut feeling in self and others for problem solution and product/service development;
- Ability to distinguish between conclusions that "might be true" and conclusions that "want to be true";
- Manages efficiently processes of argument;
- Ability to select the most value-generating ideas and reshape them into practical solutions;
- Effectively envisions ideas and puts them into a more strategic framework.

### Social-emotional skills

#### Basic

- Ability to identify strengths in self, community and culture;
- Sets and monitors personal goals;
- Reflective listening;
- Recognises opportunities;
- Reflects on own experience based on own activities and learn from it.

#### Intermediate

- Bases decisions on safety, social and ethical considerations;
- Be aware of own judgements and biases;
- Evaluates consequences of different actions;
- Awareness of others and an ability to detect their emotions and understand their perspective;

#### Proficient

- Builds relationships with diverse individuals and groups;
- Profound listening skills;
- Proper stress identification, tolerance and control;
- Adaptability to change.

#### Expert

- Profound level of self-control and control of social relationships in the team;
- Self-motivation and ability to motivate others;
- Makes constructive safe choices and decisions;
- Perspective thinking.

## Cultural responsive skills

### Basic

- Demonstration of empathy;
- Recognition of cultural diversity;
- Respectfulness for diversity in team and in external groups and stakeholders;
- Integrity and accountability;
- Respects opinions, beliefs and rights of others.

### Intermediate

- Inclusiveness of different opinions;
- Perceptiveness to cultural implications;
- Appropriate use of humour;
- Use of a foreign language at Europass level B+.

### Proficient

- Recognises basic features of different corporate cultures;
- Ability to take into account cultural specifics in multi-cultural teams;
- Use of foreign language at Europass level C.

### Expert

- Demonstration of discretion in development;
- Ability to encourage diversity in the team;
- Ability to manage and mentor teams with diverse cultural background;
- Use of at least one foreign language at Europass level C and at least one more at Europass level B;
- Awareness and consideration on IP aspects such as freedom to operate, value enhancement and protection;
- Ability to develop tools and resources for traceability of the inventive process;

## Creative Skills

### Basic

- Demonstrates curiosity and joy to experiment;
- Creative organisation of own work and tasks to optimize own performance;
- Demonstrates acceptance to new ideas and new knowledge without judgement.

### Intermediate

- Ability to find new ways to express own ideas;
- Ability to find something new in existing concepts;
- Embraces the spirit of unknowing, show joy in experimenting and play;
- Familiar with forms of expression of new concepts and ideas.

### Proficient

- Willingness to question everything and never stop asking questions, "What if...";
- Ability to use various thinking techniques such as brainstorming, design thinking, 6 thinking hats, etc. for generation of ideas and finding new solutions to existing problems;
- Familiar with tools to turn new concepts and ideas in workable models and prototypes.

### Expert

- Confidence in being flexible, adaptable and functioning well with uncertainty;
- Makes balanced hypotheses, explores ways of better and new tools and provides guidance;
- Evaluates impact and probability of success of various options;
- Ability to apply creative process to various situations and teams.