

Joint development, piloting and validation of entrepreneurial mindset and key skills curricula and training materials for third countries



Entrepreneurial Mindset and Key Skills for All

ENTRECOMP CURRICULUM: 1.2 CREATIVITY – METHODOLOGICAL TOOLS

TASK ID AND TITLE 2.2: JOINT DEVELOPMENT OF THE CURRICULA AND TRAINING MATERIALS FOR ENTRECOMP

PARTNER RESPONSIBLE FOR THIS ACTIVITY: MMC MEDITERRANEAN MANAGEMENT CENTER

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ENTRECOMP MTs 1.5

Task 2.2



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PROJECT MAIN DETAILS

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Jordan Youth Innovation Forum
المنتدى الأردني للإبداع الشبابي



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SUMMARY OF THE METHODOLOGICAL TOOLS


Competence Code and Title	1.2 Creativity
EntreComp Area Code and Title	1 Ideas and Opportunities
Learning Outcomes for the Competence	<p>Define and explain the core principles and concepts of creativity, including divergent thinking, ideation techniques, and the creative process.</p> <p>Apply various creativity tools and methods, such as brainstorming, mind mapping, and lateral thinking, to solve real-world problems effectively.</p> <p>Demonstrate creativity by assessing the impact of creative solutions on the project's success, providing recommendations for improvements, and adapting their creative approaches based on feedback and results.</p>

Methodological tool Type	Number of Methodological tools
<input checked="" type="checkbox"/> Lecture (compulsory)	1
<input checked="" type="checkbox"/> Open-ended questions	1
<input type="checkbox"/> Closed questions	
<input checked="" type="checkbox"/> Group discussion	1

<input checked="" type="checkbox"/> Brainstorming	1
<input type="checkbox"/> Individual exercise	
<input checked="" type="checkbox"/> Group exercise	3 (1 Ice-breaking Activity, 2 Group Exercises)
<input type="checkbox"/> Experiential workshop	
<input type="checkbox"/> Role play	
<input type="checkbox"/> Video projection and analysis	
<input checked="" type="checkbox"/> Other (Please indicate)	3 (2 Case Studies, 1 Evaluation Questionnaire)
Total Number of Methodological tools:	10

COMPULSORY METHODOLOGICAL TOOLS

1. POWERPOINT PRESENTATION

Methodological tool Code and Title	PPT1.2_1 PowerPoint Presentation on Creativity
Competence Code and Title	1.2 Creativity
Learning Outcomes covered by the Methodological tool	<p>Define and explain the core principles and concepts of creativity, including divergent thinking, ideation techniques, and the creative process.</p> <p>Apply various creativity tools and methods, such as brainstorming, mind mapping, and lateral thinking, to solve real-world problems effectively.</p> <p>Demonstrate creativity by assessing the impact of creative solutions on the project's success, providing recommendations for improvements, and adapting their creative approaches based on feedback and results.</p>
Methodological tool Aim	To deliver a lecture on the topics and subtopics of the module.
Hints and tips for the trainer to use the Methodological tool	<ul style="list-style-type: none"> ✓ Encourage questions and discussions among participants to foster a more interactive learning environment. ✓ Incorporate a feedback mechanism at the end of the presentation to gather insights on the effectiveness of the session and areas for improvement.
Attachment for the usage of the Methodological tool	 TrainMatEntre_1.2_Final.pptx

ADDITIONAL METHODOLOGICAL TOOLS

1. ICE-BREAKING ACTIVITY

Methodological tool Code and Title	MT1.2_1 Ice-breaking Activity
Competence Code and Title	1.2 Creativity
Learning Outcomes covered by the Methodological tool	<ol style="list-style-type: none"> 1. Encourage creative thinking through engaging activities. 2. Foster an open and collaborative environment. 3. Enhance social interaction and team bonding. 4. Reduce anxiety and create a comfortable atmosphere for learning. 5. Encourage participants to think on their feet and respond spontaneously.
Methodological tool Aim	To initiate the training session with a light-hearted and engaging activity that warms up the participants, encouraging interaction and creative thinking.
Hints and Tips for the trainer to use the Methodological tool	<ul style="list-style-type: none"> ✓ Facilitate the activity in a way that ensures everyone participates. ✓ Keep the activity short and energetic to maintain enthusiasm. ✓ Use the ice breaker as a way to introduce the session's main topics in a fun manner. ✓ Be prepared to adapt the activity based on the group's dynamics and response. ✓ Debrief the activity by relating it to the training objectives.

Attachment/s for the usage of the Methodological tool	 Ice-breaking Activity MT1.2_1.pdf
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2. GROUP DISCUSSION (INTERACTIVE DISCUSSION)

Methodological tool Code and Title	MT1.2_2 Interactive Discussion
Competence Code and Title	1.2 Creativity
Learning Outcomes covered by the Methodological tool	<ol style="list-style-type: none"> 1. Develop the ability to engage in constructive and goal-oriented dialogue. 2. Enhance listening skills to accurately interpret and respond to others' viewpoints. 3. Apply critical thinking to analyze and synthesize information presented during discussions. 4. Cultivate the skill to articulate thoughts clearly and concisely in a group setting. 5. Learn to respect diverse perspectives and foster an inclusive discussion environment.
Methodological tool Aim	To facilitate a structured discussion where participants can explore topics in depth while practicing effective communication and critical thinking skills.
Hints and Tips for the trainer to use the Methodological tool	<ul style="list-style-type: none"> ✓ Prepare focused questions in advance to guide the discussion and keep it on track. ✓ Create a respectful and open atmosphere where all participants feel comfortable sharing their thoughts. ✓ Actively moderate to ensure that each participant gets an opportunity to speak.

	<ul style="list-style-type: none"> ✓ Summarize key points and conclusions periodically to reinforce understanding and progress. ✓ Encourage critical thinking by challenging participants to consider different perspectives.
Number of Questions in the Methodological tool (minimum 6)	6
Attachment/s for the usage of the Methodological tool	Provided in the activity description below (if applicable).

<i>Methodological Tool Title</i>
<i>Group Discussion: Interactive Discussion</i>
<i>Group Discussion Title (if different from the MT title)</i>
<i>N/A</i>
<i>Group Discussion Topic</i>
<i>Questions and answers</i>
<i>General Guidelines (for the trainer)</i>
<i>Facilitate an open and respectful environment where all participants feel comfortable sharing their thoughts and experiences.</i>
<i>Encourage participants to provide examples from their own lives to support their points.</i>

Ensure that all participants have an opportunity to contribute to the discussion.

Use probing questions to delve deeper into participants' responses and stimulate further discussion.

Summarize key points throughout the discussion to reinforce learning and ensure clarity.

Instructions (for the participants)

Reflect on the questions provided and be prepared to share your thoughts and personal experiences related to creativity.

Listen respectfully to your peers' contributions and consider how their perspectives might offer new insights into your own understanding of creativity.

Participate actively in the discussion, but also allow room for others to share their views.

Estimated Duration (broken down into steps, if necessary)

Total Duration: 25 minutes

Introduction and Overview of Discussion Topic: 5 minutes

Discussion of Question: 15 minutes

Summary and Key Takeaways: 5 minutes

Online Classroom Setting (if applicable)

Use breakout rooms for small group discussions to ensure everyone has a chance to speak.

Utilize the chat function for participants to share thoughts and questions if they're not comfortable speaking out loud.

Conduct polls to gauge opinions on specific questions for interactive engagement.

Please answer all the questions below.

Question 1: What, in your own words, is creativity, and how would you describe its significance in personal and professional contexts.

- **Expected answer:** "To me, creativity is the ability to think outside the box and come up with innovative solutions to problems. It's about seeing things from a new perspective. In a personal context, creativity enriches life by allowing us to express ourselves and engage in fulfilling activities. Professionally, it drives innovation, enables us to overcome challenges, and keeps industries evolving."

Question 2: How has your perception of creativity evolved or changed after the introductory session?

- **Expected answer:** "Before the session, I viewed creativity as something limited to artistic fields. However, the session showed me that it's also about problem-solving and critical thinking in any field. It's not just about originality but also about practicality in applying ideas."


Question 3: Can you share a personal experience where creativity played a significant role in your life or work?

- **Expected answer:** "Once, I was part of a project team faced with a tight deadline and limited resources. I suggested reusing some of our existing resources in a novel way, which was not the conventional approach but worked effectively, saving time and cost."

Question 4: How did you find the "Word Association Story" ice-breaking activity? Did it influence the way you think about creativity?

- **Expected answer:** "The activity was fun and engaging. It showed me how creativity can emerge spontaneously and how diverse thoughts can collectively create something unique. It made me realize creativity can be fostered in a group setting and is not just an individual trait."

Question 5: In your opinion, why is creativity considered a key driver of innovation and problem-solving?

<ul style="list-style-type: none"> • Expected answer: "Creativity is essential for innovation and problem-solving because it allows us to think beyond conventional methods. It drives progress by pushing boundaries, exploring new possibilities, and finding solutions that are not immediately obvious."
<p>Question 6: Can you share examples from your experiences where creativity led to positive outcomes or innovative solutions?</p>
<ul style="list-style-type: none"> • Expected answer: "In my previous job, we had to market a product with a limited budget. I proposed an unconventional social media campaign using viral challenges, which significantly increased our reach and engagement with minimal spending. This approach was a creative deviation from our usual marketing strategies."
<p>Remarks by the Trainer</p>
<ul style="list-style-type: none"> ✓ Highlight the importance of embracing creativity as a key driver for innovation and problem-solving. ✓ Emphasize the value of diverse perspectives in understanding and applying creativity. ✓ Encourage ongoing reflection on the day's discussion and how it can be applied moving forward.
<p>Adaptation of the Methodological Tool for <u>Asynchronous Learning</u> (what to change) (if applicable)</p>
<p>Provide a forum for idea submission.</p> <p>Set deadlines for each phase of the activity.</p> <p>Use recorded presentations for group ideas and discussion forums for feedback.</p>
<p>Attachment/s (if applicable)</p>
<div style="text-align: center;">  <p>Group Discussion Q&A MT1.2_2.pdf</p> </div>

3. BRAINSTORMING


Methodological tool Code and Title	MT1.2_3 Brainstorming Exercise
Competence Code and Title	1.2 Creativity
Learning Outcomes covered by the Methodological tool	<ol style="list-style-type: none"> 1. Develop divergent thinking skills to generate a wide range of ideas and solutions. 2. Foster a collaborative environment where every participant feels valued and encouraged to contribute ideas. 3. Enhance creative problem-solving abilities by exploring various potential solutions. 4. Learn to build upon others' ideas to create innovative and comprehensive solutions. 5. Practice suspending judgment and criticism to encourage free-flowing idea generation.
Methodological tool Aim	To engage participants in a dynamic and creative process of idea generation, focusing on quantity and diversity of thoughts to stimulate innovative solutions.
Hints and Tips for the trainer to use the Methodological tool	<ul style="list-style-type: none"> ✓ Set clear rules for the brainstorming session, emphasizing non-judgmental and open-minded participation. ✓ Encourage rapid idea generation like mind mapping or post-it notes to visually organize ideas. ✓ Facilitate the grouping and refining of ideas in the latter part of the session. ✓ Encourage quieter participants to contribute and ensure all voices are heard. ✓ Conclude the session with a review of ideas and discuss potential implementation.

Attachment/s for the usage of the Methodological tool	Provided in the activity description below (if applicable).
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<i>Methodological Tool Title</i>
<i>Brainstorming Exercise</i>
<i>Brainstorming Title (if different from the MT title)</i>
<i>Creative Principles in Action</i>
<i>Group Discussion Topic</i>
Innovative Solutions to Real-world Problems
<i>General Guidelines (for the trainer)</i>
<p><i>Facilitate an open and encouraging environment.</i></p> <p><i>Guide the brainstorming process and ensure time management.</i></p> <p><i>Encourage participants to focus on applying the core principles of creativity.</i></p>
<i>Instructions (for the participants)</i>
<p><i>Follow the steps outlined in the activity.</i></p> <p><i>Emphasize the application of creativity principles such as Divergent Thinking, Flexibility, and Collaboration in your ideas and group discussions.</i></p>





<i>Estimated Duration (broken down into steps, if necessary)</i>
<p>Total: 20 minutes</p> <p><i>Introduction: 2 minutes</i></p> <p><i>Hypothetical Challenge Presentation: 3 minutes</i></p> <p><i>Individual Idea Generation: 4 minutes</i></p> <p><i>Sharing Individual Ideas: 3 minutes</i></p> <p><i>Idea Synthesis: 5 minutes</i></p> <p><i>Group Presentation: 3 minutes</i></p>
<i>Online Classroom Setting (if applicable)</i>
<i>Utilize virtual whiteboards and breakout rooms for group discussions. Share a digital timer for time management.</i>
<i>Expected Answers</i>
<ul style="list-style-type: none"> • <i>Innovative, practical solutions applying creativity principles.</i> • <i>Ideas should be diverse, reflecting the different perspectives and creativity principles discussed.</i>
<i>Debriefing Questions</i>
<ol style="list-style-type: none"> 1. <i>How did the application of different creativity principles influence your problem-solving approach?</i> 2. <i>What did you learn about collaborative idea generation and synthesis in your group?</i>
<i>Remarks by the Trainer</i>
<ul style="list-style-type: none"> ✓ <i>Highlight the effectiveness of applying creativity principles.</i> ✓ <i>Discuss the importance of diverse ideas and collaboration in problem-solving.</i>

✓ <i>Connect the activity to real-world implications of creative thinking.</i>
<i>Adaptation of the Methodological Tool for Asynchronous Learning (what to change) (if applicable)</i>
<ul style="list-style-type: none"> ✓ <i>Provide a forum for idea submission.</i> ✓ <i>Set deadlines for each phase of the activity.</i> ✓ <i>Use recorded presentations for group ideas and discussion forums for feedback.</i>
<i>Attachment/s (if applicable)</i>
 <p>Brainstorming Exercise MT1.2_3.pdf</p>

4. GROUP EXERCISES

Methodological tool Code and Title	MT1.2_4 Mind Mapping MT1.2_5 Lateral Thinking Puzzle
Competence Code and Title	1.2 Creativity
Learning Outcomes covered by the Methodological tool	<ol style="list-style-type: none"> 1. Understand and apply the principles of mind mapping and lateral thinking to organize and visualize ideas. 2. Enhance collaborative skills by working in groups to create a collective mind map. 3. Develop the ability to identify and connect key concepts around a central theme. 4. Encourage creative thinking by exploring various aspects of a chosen topic.


	<p>5. Improve communication skills through presenting and explaining the mind map and lateral thinking to others.</p>
<p>Methodological tool Aim</p>	<ul style="list-style-type: none"> ✓ To engage participants in a practical exercise of creating mind maps, thereby enhancing their understanding of this tool for organizing thoughts and ideas in a visual format. ✓ To engage participants in a stimulating exercise of solving lateral thinking puzzles, thereby enhancing their ability to think outside the box and approach problems from unique perspectives. ✓ Develop participants' skills in non-linear thinking, encouraging them to look beyond the obvious and explore innovative solutions.
<p>Hints and Tips for the trainer to use the Methodological tool</p>	<ul style="list-style-type: none"> ✓ Encourage creativity in the layout and design of the mind map activity and lateral thinking puzzle. ✓ Foster teamwork by encouraging equal participation from all group members. ✓ Encourage groups to think broadly and include diverse ideas. ✓ Facilitate a constructive feedback session after each group presents their ideas.
<p>Attachment/s for the usage of the Methodological tool</p>	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>Group Exercise MT1.2_4.pdf</p> </div> <div style="text-align: center;">  <p>Lateral Thinking Puzzle MT1.2_5.pdf</p> </div> </div>

5. CASE STUDY

Methodological tool Code and Title	Case Study MT1.2_6: Success Story: "Airbnb's Survival and Growth During the Pandemic"
Competence Code and Title	1.2 Creativity
Learning Outcomes covered by the Methodological tool	<ol style="list-style-type: none"> 1. Analyze and understand how companies adapt creatively in crisis situations. 2. Identify key strategies for resilience and growth during challenging times. 3. Develop an understanding of the role of community engagement and digital transformation in crisis response. 4. Encourage analytical thinking in assessing business decisions and their outcomes.
Methodological tool Aim	To analyze and discuss Airbnb's innovative strategies during the COVID-19 pandemic, focusing on how creative problem-solving and adaptability led to the company's survival and growth.
Hints and Tips for the trainer to use the Methodological tool	<ul style="list-style-type: none"> ✓ Guide the discussion to focus on the strategic decisions made by Airbnb. ✓ Encourage participants to consider the impact of each decision on Airbnb's business model and its stakeholders. ✓ Highlight the role of innovation in adapting to rapidly changing market conditions. ✓ Use multimedia resources like videos or articles to provide a comprehensive overview of Airbnb's actions during the pandemic.
Attachment/s for the usage of the Methodological tool	Provided in the activity description below (if applicable).

<i>Methodological Tool Title</i>
Success Story Analysis: Airbnb's Survival and Growth During the Pandemic
<i>Case Study Analysis Exercise Title (if different from the MT title)</i>
Analyzing Airbnb's Strategic Adaptation During COVID-19
<i>Case Study Analysis Exercise Source (if adapted from existing exercise)</i>
N/A
<i>Description of the Group Success Story Analysis Exercise</i>
<i>Participants analyze Airbnb's strategic responses to the pandemic, focusing on innovation, community engagement, and market adaptation.</i>
<i>Estimated Duration (broken down into steps, if necessary)</i>
<p>Total: 25 minutes</p> <p><i>Introduction and Context Setting: 5 minutes</i></p> <p><i>Group Discussion on Strategy and Adaptation: 10 minutes</i></p> <p><i>Presentation and Reflection: 7 minutes</i></p> <p><i>Debriefing: 3 minutes</i></p>
<i>General Guidelines (for the trainer)</i>

<p><i>Provide a brief overview of Airbnb and the impact of the pandemic.</i></p> <p><i>Facilitate discussion, ensuring all participants contribute.</i></p> <p><i>Guide the groups towards understanding the strategic decisions made by Airbnb.</i></p>
<p>Instructions (for the participants)</p>
<p><i>Review the provided case study material.</i></p> <p><i>Discuss and analyze Airbnb's response strategies.</i></p> <p><i>Prepare a brief presentation summarizing your findings and viewpoints.</i></p>
<p>Allocation of tasks (if applicable)</p>
<ul style="list-style-type: none"> • <i>Each group analyzes different aspects of Airbnb's strategy.</i> • <i>Assign a presenter for each group to summarize findings.</i>
<p>Necessary Equipment and Materials (if applicable)</p>
<ul style="list-style-type: none"> • <i>Case study materials on Airbnb.</i> • <i>Whiteboard or flip chart for in-person settings.</i> • <i>Digital presentation tools for online settings.</i>
<p>Online Classroom Setting (if applicable)</p>
<p><i>Use breakout rooms for group discussions.</i></p> <p><i>Share digital resources through the online platform.</i></p>
<p>Expected Results</p>
<ul style="list-style-type: none"> • <i>Insights into strategic decision-making under crisis.</i> • <i>Understanding of adaptability and innovation in business. ...</i>

Debriefing Questions	
<ol style="list-style-type: none"> 1. How did Airbnb's strategies align with the need for adaptability and innovation? 2. What lessons can be learned about crisis management from this case? 	
Remarks by the Trainer	
<ul style="list-style-type: none"> ✓ Highlight the importance of adaptability in business. ✓ Discuss the relevance of customer-centric approaches in crisis situations. 	
Adaptation of the Methodological Tool for <u>Asynchronous Learning</u> (what to change) (in case of Group Exercise only) (if applicable)	
<p>Provide a discussion forum for asynchronous analysis and presentations. Set deadlines for each phase. Encourage online discussion and feedback.</p>	
Attachment/s (if applicable)	
 <p>Case Study MT1.2_6.pdf</p>	

6. CASE STUDY

Methodological tool Code and Title	Case Study MT1.2_7: Tech Innovations, Inc.
Competence Code and Title	1.2 Creativity
Learning Outcomes covered by the Methodological tool	<ol style="list-style-type: none"> 1. Understand strategies for fostering collaboration and breaking down departmental silos. 2. Learn the importance of nurturing a safe environment for risk-taking and innovation.

	3. Identify effective methods for increasing employee engagement and creativity in the workplace.
Methodological tool Aim	To provide trainees with a real-life example of how Tech Innovations, Inc. transformed its organizational culture to promote creativity and innovation, and to explore the conditions, actions taken, and the resulting consequences.
Hints and tips for the trainer to use the Methodological tool	<ul style="list-style-type: none"> ✓ Use the case study to initiate discussions on the importance of cross-functional collaboration. ✓ Encourage participants to analyze how fear of failure can hinder innovation and how it can be overcome. ✓ Discuss the role of leadership in fostering an innovative culture. ✓ Highlight the importance of training and personal development initiatives in nurturing creativity.
Attachment/s to use the Methodological tool	Detailed case study document, PowerPoint slides for the facilitator, discussion guidelines, and activity worksheets.

Methodological Tool Title

Case Study Analysis: Tech Innovations, Inc.'s

Case Study Title (if different from the MT title)

Tech Innovations, Inc.: Fostering Creativity and Innovation

Case Study Source (e.g., URL)



N/A
Case Study Content
Background: <i>Tech Innovations, Inc. is a rapidly growing technology company that needed to foster a more innovative culture. Challenges included lack of collaboration, fear of failure, and low employee engagement. Initiatives taken included forming cross-functional teams, allocating "Innovation Time," introducing "Failure Celebration," and investing in creativity training. Results showed increased collaboration, successful project prototypes, cultural shift in attitude towards failure, and improved employee satisfaction.</i>
Estimated Duration (broken down into steps, if necessary)
<p>Total: 25 minutes</p> <p><i>Introduction to Case Study: 5 minutes</i></p> <p><i>Group Discussion on Initiatives: 10 minutes</i></p> <p><i>Analysis of Results: 5 minutes</i></p> <p><i>Interactive Discussion and Q&A: 5 minutes</i></p>
General Guidelines (for the trainer)
<p><i>Introduce the case study background and challenges.</i></p> <p><i>Guide participants through the initiatives and their outcomes.</i></p> <p><i>Encourage critical thinking and application to real-world scenarios.</i></p> <p><i>Facilitate an interactive discussion and manage the Q&A session.</i></p>
Instructions (for the participants)

Review the case study content.

Participate in discussions, share insights, and relate the case study to your own experiences or organizational context.

Prepare yourself for the Q&A segment.

Task 1: Close-ended Question

Statement: What initiative did Tech Innovations; Inc. introduce to change the attitude towards failure?

Correct answer: Failure Celebration

Task 2: Open-ended Question

Question: How can the concept of cross-functional teams be implemented in your organization, and what challenges might you anticipate?

Expected answer: Participants are expected to discuss practical ways to implement cross-functional teams, considering organizational structure and culture, and to identify potential challenges such as communication barriers or resistance to change.

Debriefing Questions

1. *How do the initiatives taken by Tech Innovations, Inc. illustrate the importance of a creative organizational culture?*
2. *What lessons can be learned about managing fear of failure and fostering innovation in the workplace?*

Remarks by the Trainer



- ✓ Emphasize the importance of a supportive culture for innovation. Highlight the value of learning from failures and the significance of employee engagement in driving organizational success.

Adaptation of the Methodological Tool for Asynchronous Learning (what to change) (if applicable)

- ✓ *Digital Case Study Material: Convert the case study material into a digital format (e.g., PDF, slides) that can be easily accessed and read online.*
- ✓ *Discussion Forums: Set up online discussion forums where participants can post their insights and responses to the case study, initiatives, and results.*
- ✓ *Asynchronous Discussions: Encourage participants to engage in discussions on the forum over a set period, allowing them to contribute at their convenience.*
- ✓ *Guided Questions: Provide a list of guided questions related to the case study for participants to answer on the forum. This helps structure their thoughts and responses.*
- ✓ *Video Presentations: If applicable, allow participants to create and share short video presentations of their analysis or reflections on the case study.*
- ✓ *Online Feedback: Facilitate peer-to-peer feedback on the forum, where participants can comment on each other's posts and presentations.*
- ✓ *Q&A Section: Create a dedicated Q&A section where participants can ask questions, with the trainer providing answers and clarifications asynchronously.*
- ✓ *Supplemental Resources: Provide additional digital resources, such as articles, videos, or podcasts, that offer further insights into the topics covered in the case study.*
- ✓ *Timelines and Deadlines: Set clear timelines and deadlines for each task and discussion to ensure timely participation and progress.*
- ✓ *Self-Assessment Quizzes: Include online quizzes or self-assessment tools to allow participants to test their understanding of the case study.*


Attachment/s (if applicable)



Case Study Activity
MT1.2_7.pdf

7. GROUP DISCUSSION

Methodological tool Code and Title	MT1.2_8 Review and Discussion
Competence Code and Title	1.2 Creativity
Learning Outcomes covered by the Methodological tool	<ol style="list-style-type: none"> 1. Assess the understanding of the concept of creativity and related concepts. 2. Reflect on personal idea generation processes and their outcomes. 3. Summarize key lessons on the whole workshop on creativity. 4. Apply creativity workshop concepts to real-world contexts. 5. Solicit and utilize feedback for personal growth and workshop improvement. 6. Evaluate the workshop's structure, content, and delivery for future enhancements.
Methodological tool Aim	To consolidate the participants' understanding and application of creativity through reflective discussion and feedback on their experiences and the concepts learned during the workshop.
Hints and Tips for the trainer to use the Methodological tool	<ul style="list-style-type: none"> ✓ Encourage open and honest discussion by creating a supportive environment where all participants feel comfortable sharing their thoughts and experiences.

	<ul style="list-style-type: none"> ✓ Facilitate small group discussions to allow for more personalized and in-depth exploration of the questions, followed by sharing insights with the larger group. ✓ Provide constructive feedback and encourage peer-to-peer feedback during the discussion of workshop improvement and personal development plans. ✓ Prepare to share resources (books, websites, online courses) for participants interested in furthering their creative abilities post-workshop.
Number of Questions in the Methodological tool (minimum 6)	13
Attachment/s for the usage of the Methodological tool	 Revision Discussion MT1.2_8.pdf

Methodological Tool Title: Review and Discussion

Please answer all the questions below.

Question 1: What is creativity, and how can it be defined?

- **Expected answer:** Creativity is the ability to generate novel and valuable ideas. It encompasses the process of seeing the world in new ways, identifying hidden patterns, making connections between seemingly unrelated phenomena, and generating solutions. Creativity involves original thinking and the capacity to imagine or invent something new.

Question 2: Why is creativity important in personal and professional contexts?



- **Expected answer:** Creativity is crucial for innovation and problem-solving across all disciplines. It enables individuals and organizations to respond adaptively to challenges, drive progress, and stand out in a competitive environment. In personal contexts, creativity enriches life

<p>experiences, enhances problem-solving skills, and contributes to overall well-being and self-expression.</p>
<p>Question 3: How can a creative mindset contribute to personal and professional growth?</p>
<ul style="list-style-type: none"> • Expected answer: A creative mindset fosters continuous learning, adaptability, and resilience. It encourages individuals to explore new perspectives, take calculated risks, and learn from failures. In professional settings, this mindset leads to innovative solutions and improvements, while personally, it supports self-improvement, adaptability, and the pursuit of passions.
<p>Question 4: What was your experience with the "Word Association Story," and how did it contribute to creative thinking?</p>
<ul style="list-style-type: none"> • Expected answer: The "Word Association Story" exercise should have encouraged participants to think laterally, make unexpected connections, and break free from conventional thinking patterns. This activity highlights the importance of freeing the mind to wander and the value of seemingly random associations in sparking creativity.
<p>Question 5: How can divergent thinking be applied in problem-solving?</p>
<ul style="list-style-type: none"> • Expected answer: Divergent thinking can be applied by generating a wide range of solutions for a given problem, thus moving beyond conventional solution paths. It involves open-ended thinking, where multiple possible answers are explored. This approach is critical for innovative problem-solving and developing unique solutions to complex challenges.
<p>Question 6: How does flexibility contribute to creative problem-solving?</p>
<ul style="list-style-type: none"> • Expected answer: Flexibility is the ability to adapt one's thinking and approach when facing new information, constraints, or challenges. In creative problem-solving, flexibility allows individuals to pivot among different ideas, perspectives, and strategies, thereby enhancing the ability to arrive at novel solutions. It encourages resilience and persistence in the creative process.
<p>Question 7: Recall the individual idea generation phase.</p>
<ul style="list-style-type: none"> • Expected answer: The individual idea generation phase involved participants independently thinking of and noting down as many ideas as possible without judgment. This phase emphasizes the importance of quantity over quality in the initial stages of creativity, allowing for a wide range of ideas that can later be refined and developed.
<p>Question 8: What were the most valuable lessons learned about fostering creativity?</p>
<ul style="list-style-type: none"> • Expected answer: Valuable lessons include the significance of creating an environment that encourages risk-taking and values diverse perspectives. It's crucial to understand that

<p><i>creativity can be cultivated through practice, collaboration, and the application of various thinking techniques. Emphasizing the process over the outcome and learning from failures are also key lessons in fostering creativity.</i></p>
<p>Question 9: Discuss how the concepts learned in the workshop can be applied in real-world situations.</p>
<ul style="list-style-type: none"> • Expected answer: <i>The concepts learned can be applied by adopting a creative mindset in problem-solving, utilizing divergent thinking to explore multiple solutions, and applying flexibility to adapt to changing scenarios. Real-world application includes innovation in work projects, creative approaches to personal challenges, and leveraging creativity for continuous improvement and adaptation.</i>
<p>Question 10: Emphasize the idea of continuous learning in creativity.</p>
<ul style="list-style-type: none"> • Expected answer: <i>Continuous learning is fundamental to sustaining and enhancing creativity. It involves constantly seeking new knowledge, skills, and experiences that can inspire innovative thinking and creative solutions. Embracing curiosity, being open to new ideas, and committing to lifelong learning are critical for nurturing a creative mindset.</i>
<p>Question 11: What steps can you take to continue developing and applying creative thinking skills?</p>
<ul style="list-style-type: none"> • Expected answer: <i>Steps include practicing regular creative exercises, seeking diverse experiences and perspectives, engaging in collaborative projects, and reflecting on the creative process. Additionally, setting aside time for creative activities, staying curious, and embracing challenges as opportunities for growth are essential for developing creative thinking skills.</i>
<p>Question 12: Encourage participants to provide feedback on the workshop.</p>
<ul style="list-style-type: none"> • Expected answer: <i>Participants are encouraged to share their insights on the workshop's content, structure, and delivery. Feedback can include what aspects were most beneficial, any challenges faced, suggestions for improvement, and how the workshop influenced their understanding and application of creativity.</i>
<p>Question 13: How can the workshop be improved, and what aspects were particularly effective?</p>
<ul style="list-style-type: none"> • Expected answer: <i>Improvement suggestions may focus on increasing interactive elements, incorporating more diverse examples of creativity, and providing additional resources for post-workshop learning. Effective aspects could include hands-on activities that facilitated learning through doing, the open and supportive environment, and the practical application of creative concepts.</i>

8. CREATIVITY WORKSHOP EVALUATION QUESTIONNAIRE

Methodological tool Code and Title	MT1.2_9 Workshop Evaluation Questionnaire
Competence Code and Title	1.2 Creativity
Learning Outcomes covered by the Methodological tool	<ol style="list-style-type: none"> 1. Collect feedback on participants' understanding the basic principles and concepts of creativity. This is done through questions about the value and excitement of the topics and concepts presented during the workshop. 2. Evaluate the effectiveness of specific creative tools and methods used during the training. This includes activities and exercises presented to reinforce training concepts. 3. Measure participants' ability to adapt and apply creative concepts in their work environments. This covers applying concepts and skills to their roles or work and identifying challenges or projects that might benefit from training.
Methodological tool Aim	Collect participant insights and feedback on various aspects of the workshop for continuous improvement. This includes evaluating workshop content, training facilitation, activities and exercises, training logistics, and overall experience.
Hints and Tips for the trainer to use the Methodological tool	<ul style="list-style-type: none"> ✓ Encourage questions and discussions among participants to promote a more interactive learning environment. ✓ Include a feedback mechanism at the end of the presentation to gather insights into the effectiveness of the session and areas for improvement.
Number of Questions in the Methodological tool (minimum 6)	18

Attachment/s for the usage of the Methodological tool	  Creativity Workshop Evaluation Questionnaire Creativity Workshop Evaluation Questionnaire
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Methodological Tool Title: Workshop Evaluation Questionnaire	
Please answer <u>all</u> the questions below.	
Question 1: How would you rate the overall content of the workshop?	
Answer: <input type="checkbox"/> Excellent - <input type="checkbox"/> Very Good - <input type="checkbox"/> Good - <input type="checkbox"/> Acceptable - <input type="checkbox"/> Poor	
Question 2: Which topics or concepts did you find most valuable or interesting?	
Answer:	
Question 3: Were there any topics or concepts that you found challenging or would like more clarification on?	
Answer:	
Question 4: How would you rate the facilitator's ability to engage participants?	
Answer: <input type="checkbox"/> Excellent - <input type="checkbox"/> Very Good - <input type="checkbox"/> Good - <input type="checkbox"/> Acceptable - <input type="checkbox"/> Poor	
Question 5: Were the instructions clear and easy to follow?	
Answer:	
Question 6: Did the facilitator encourage active participation and discussion	
Answer:	
Question 7: How effective are activities and exercises in enhancing training concepts?	
Answer: <input type="checkbox"/> Excellent - <input type="checkbox"/> Very Good - <input type="checkbox"/> Good - <input type="checkbox"/> Acceptable - <input type="checkbox"/> Poor	
Question 8: Which activity or exercise did you find most beneficial, and why?	



Answer:
Question 9: Were there any activities or exercises you would suggest for improvement or modification?
Answer:
Question 10: How satisfied were you with the workshop logistics (venue, materials, timing, etc.)?
Answer: <input type="checkbox"/> Excellent - <input type="checkbox"/> Very Good - <input type="checkbox"/> Good - <input type="checkbox"/> Acceptable - <input type="checkbox"/> Poor
Question 11: Were the materials provided (handouts, slides) helpful in understanding the content?
Answer:
Question 12: Do you have any suggestions for improving the logistics of future workshops?
Answer:
Question 13: How would you rate your overall experience in the creativity workshop?
Answer: <input type="checkbox"/> Excellent Good Very - <input type="checkbox"/> Good - <input type="checkbox"/> Acceptable - <input type="checkbox"/> Poor
Question 14: What aspects of the workshop contributed most to your learning experience?
Answer:
Question 15: Do you have any additional comments or suggestions for improving future workshops?
Answer:
Question 16: How do you envision applying the concepts and skills learned in your role or work?
Answer: <input type="checkbox"/> Excellent Good Very - <input type="checkbox"/> Good - <input type="checkbox"/> Acceptable - <input type="checkbox"/> Poor
Question 17: Are there specific challenges or projects where you believe the workshop content will be particularly beneficial?
Answer:



Question 18: Please use this space to provide any additional comments, suggestions, or feedback you may have regarding the creativity workshop.

Answer:

