

**Skill Name: Innovative/Creative**

**Skill Description: Novel; imaginative; not imitative; interesting and attention getting.**

**Skill Notes: Extent to which individual's ideas are novel and imaginative; ability to apply creativity to everyday problems.**

1. Can you think of something you have done recently that best shows how you use new ideas to solve work problems? Tell me about it.
2. Tell me about the most innovative or creative project you have worked on.
3. Tell me about one of your most innovative ways to get cooperation from co-workers.
4. Describe some of your recent work that best reflects how you apply new techniques to solve practical problems.
5. Some tasks require us to be especially creative. Describe for me the most creative work you have done in the past year.
6. Describe a particularly difficult and ambiguous project you worked on in the past. How did you go about devising a plan of action and creating the project? What was the end result?
7. Everyone experiences times when things do not work out as planned or desired. Tell me about a project you worked on that you were unhappy with? What was the project and how did it turn out? If you could go back and change something about the project, what would it be?
8. What has been your most creative achievement at work?
9. What are some of the most imaginative or innovative things you have done in your present position?
10. Tell me about a time when you initiated improvements to a current work process. What prompted you to initiate the new process?
11. Describe a situation you had to handle in which old solutions didn't work. What did you do to handle it?