CREATIVE PRACTICE COMPETENCY FRAMEWORK

A competency model that visualises the attitudes and behaviours required to practice creativity in a way that leads to innovation and impact.

Core skills and behaviours

- Commitment to inclusion and equity
- An appreciation for ‘serious play’
- Respect for our whole selves and multiple ways of knowing
- Focus on long-term thinking
- Tolerance for ambiguity and uncertainty
- Comfort with complexity

Key attitudes

- Openness to experimentation and different perspectives
- Openness to experimentation and different perspectives
- Openness to ambiguity and different perspectives

CONNECTING

- Identifying relationships, patterns and interconnections between people, ideas and systems
- Practicing compassion
- Engaging in systems thinking
- Developing cultural agility

EXPRESSING

- Communicating meaning beyond words through narratives, visuals, experiences and metaphors
- Communicating visually
- Communicating effectively
- Telling compelling stories

BUILDING

- Prototyping, rehearsing and manifesting imaginative concepts collectively
- Prototyping iteratively
- Prefiguring alternatives
- Facilitating participatory spaces

EMBODYING

- Cultivating awareness, spontaneity and comfort with one’s whole self and senses
- Practicing improvisation
- Incorporating play
- Learning across disciplines

EXPLORING

- Pushing boundaries to investigate possibilities, challenge paradigms and understand ambiguity
- Asking provocative questions
- Using divergent thinking
- Sitting with ambiguity

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Core skills and behaviours in detail

<table>
<thead>
<tr>
<th>CONNECTING</th>
<th>EXPLORING</th>
<th>BUILDING</th>
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<tbody>
<tr>
<td><strong>Recognising patterns</strong></td>
<td><strong>Using divergent thinking</strong></td>
<td><strong>Prototyping iteratively</strong></td>
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<tr>
<td>- Identifying trends in data</td>
<td>- Brainstorming wide range of ideas</td>
<td>- Developing quick mockups</td>
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<tr>
<td>- Analysing common themes in experiences</td>
<td>- Allowing unexpected tangents</td>
<td>- Gathering feedback frequently</td>
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<tr>
<td>- Seeing interconnections between siloed elements</td>
<td>- Building on others’ suggestions</td>
<td>- Refining based on evaluation</td>
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<tr>
<td><strong>Practicing compassion</strong></td>
<td><strong>Visioning the future</strong></td>
<td><strong>Prefiguring alternatives</strong></td>
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<tr>
<td>- Interviewing people about their experiences</td>
<td>- Envisioning multiple scenarios</td>
<td>- Envisioning desired futures</td>
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<tr>
<td>- Roleplaying different perspectives</td>
<td>- Developing visual visions</td>
<td>- Rehearsing new behaviors</td>
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<tr>
<td>- Observing emotional responses</td>
<td>- Backcasting from an imagined future</td>
<td>- Aligning present with preferred states</td>
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<tr>
<td><strong>Developing cultural agility</strong></td>
<td><strong>Asking provocative questions</strong></td>
<td><strong>Crafting rituals and experiences</strong></td>
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<tr>
<td>- Reading diverse media and art</td>
<td>- Challenging assumptions</td>
<td>- Designing communal activities with intention</td>
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<tr>
<td>- Having dialogues with different communities</td>
<td>- Considering unconventional perspectives</td>
<td>- Considering symbolic elements</td>
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<tr>
<td>- Adjusting language and methods to contexts</td>
<td>- Inviting debate and reflection</td>
<td>- Structuring meaningful gatherings</td>
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<thead>
<tr>
<th>EXPRESSING</th>
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<tr>
<td><strong>Using metaphorical thinking</strong></td>
<td><strong>Incorporating play</strong></td>
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<tr>
<td>- Representing situations through symbolic analogies</td>
<td>- Welcoming humor and lightheartedness</td>
</tr>
<tr>
<td>- Comparing complex dynamics to everyday experiences</td>
<td>- Incorporating games and physicality</td>
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<tr>
<td>- Reframing problems in imaginative ways</td>
<td>- Fostering joy and fun</td>
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<tr>
<td><strong>Communicating effectively</strong></td>
<td><strong>Cultivating somatic awareness</strong></td>
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<tr>
<td>- Translating technical details into an accessible form</td>
<td>- Noticing bodily sensations</td>
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<tr>
<td>- Weaving narrative elements into communications</td>
<td>- Bringing awareness to posture and movement</td>
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<tr>
<td>- Aligning language, emotion and facts</td>
<td>- Connecting physical cues to emotions</td>
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<tr>
<td><strong>Telling compelling stories</strong></td>
<td><strong>Learning across disciplines</strong></td>
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<tr>
<td>- Illustrating key messages through stories</td>
<td>- Reading widely outside domain</td>
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<tr>
<td>- Developing characters and plotlines</td>
<td>- Developing a beginner’s mindset</td>
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<tr>
<td>- Designing immersive experiences</td>
<td>- Cross-training in diverse skills</td>
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<tr>
<td><strong>Practicing improvisation</strong></td>
<td><strong>Prototyping iteratively</strong></td>
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<td>- Responding in the moment</td>
<td>- Developing quick mockups</td>
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<td>- Saying “yes, and...”</td>
<td>- Gathering feedback frequently</td>
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<td>- Letting go of judgement</td>
<td>- Refining based on evaluation</td>
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**Core skills and behaviours in detail**

- **CONNECTING**: Recognising patterns, Practicing compassion, Developing cultural agility
- **EXPLORING**: Using divergent thinking, Visioning the future, Asking provocative questions, Sitting with ambiguity
- **BUILDING**: Prototyping iteratively, Prefiguring alternatives, Crafting rituals and experiences
- **EXPRESSING**: Using metaphorical thinking, Communicating effectively, Telling compelling stories
- **EMBODYING**: Incorporating play, Cultivating somatic awareness, Practicing improvisation