

Multiple Intelligence (Howard Gardner)

Visual-Spatial: The ability to view or visualize the world in its three dimensions. Individuals with this ability have the capacity to think in images and pictures, visualizing accurately and abstractly. Strengths include visual and spatial judgment.

Linguistic-Verbal: The ability to use words effectively, with well-developed verbal skills and sensitivity to the sounds, meanings, and rhythms of words. Strengths involve using verbal and written communication effectively.

Logical-Mathematical: The ability to use numbers and patterns, think conceptually and abstractly, and discern logical and numerical patterns. Strengths include analyzing problems and performing mathematical operations.

Body-Kinesthetic: Involves mind and body coordination, with the ability to control one's body movements and handle objects skillfully. Strengths include physical movement and motor skills.

Musical: The ability to sense rhythm and sound, as well as the capacity to produce and appreciate rhythm, pitch, and timbre. Strengths include a talent for rhythm and music.

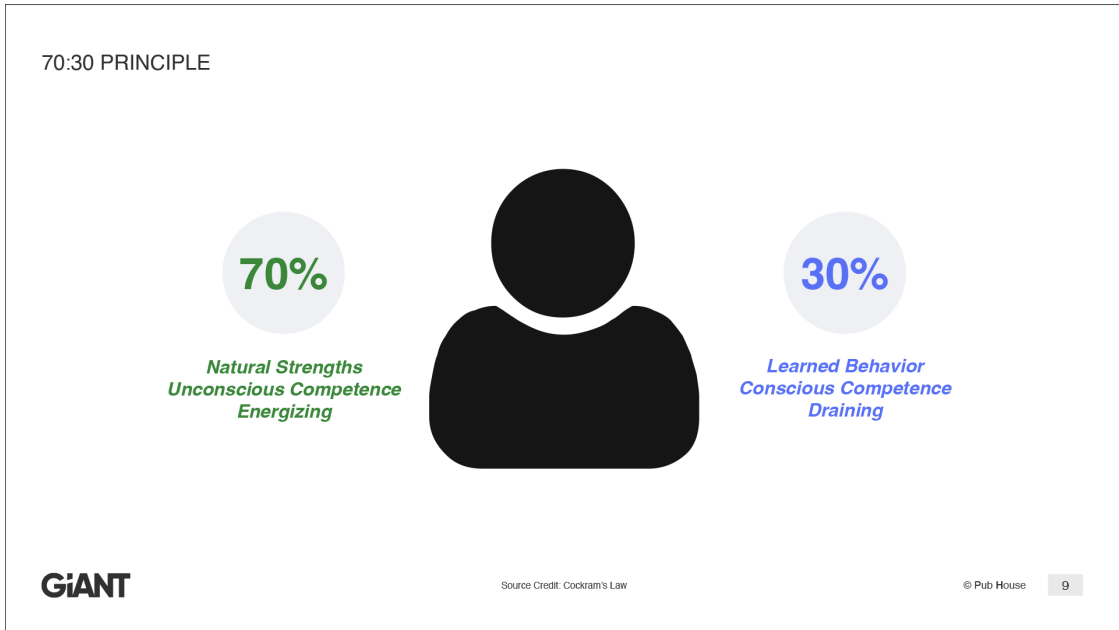
Interpersonal (EQ - Emotional Intelligence): The capacity to detect and respond appropriately to the moods, motivations, and desires of others. Strengths involve understanding and relating to others.

Intrapersonal: The ability to be introspective and reflective, with the capacity to be self-aware and in tune with inner feelings, values, beliefs, and thinking processes. Strengths involve introspection and self-reflection.

Naturalistic: The ability to read and understand nature, including the capacity to recognize and categorize plants, animals, and other objects in nature. Strengths include finding patterns and relationships in the natural world.

Existential: The ability to see the big picture and a sensitivity and capacity to tackle deep questions about human existence, such as "What is the meaning of life? Why do we die? How did we get here?" Strengths involve the ability to perceive the broader perspective.

Fostering Factors:



- Rate yourself. Where are you right now? Is your 70:30 *in-balance* or *out-of-balance* (ex: maybe it's 40:60, 60:40, or even 80:20)? Why do you say that?
- Make a list of your key work responsibilities/tasks and which category they fall into for you (i.e. natural and energizing or draining).

#	Task/ Responsibility	Is it Draining (D) or Energizing (E)?	Why?
1			
2			
3			
4			
5			
6			
7			

Movement:

- [Movement and Creativity](#)- website providing movement activities to illuminate creativity and reduce stress.

Sleep and Relaxation: three apps that provide mindfulness, rest, mediation and body awareness.

- [CALM](#)
- [Headspace](#)
- [Simple Habit](#)

Restricting Activities:

- Time- provide parameters on the amount of time you have to complete a task or generate ideas.
 - Genius Hour
 - One Week
 - One day
 - 90 days
- Resources- problem solve within scenarios with limited resources
 - People- ex. You're down to three staff. How do you accomplish the program today?
 - Space- ex. Your theater is being remodeled but you need to put only a slate of performances for the winter season. What do you do?
 - Materials- ex. Paper no longer exists. How do you market new performances to subscribers?
- Requirements- set a requirement in a process
 - Set a window for Feedback- ex. Staff has three days to receive feedback on the new logo.
 - Limitation of words- ex. Set a word limit to generate a compelling mission statement.
 - Eliminate Speaking- ex. Express feedback/ideas through drawing pictures.

Psychological Safety:

Rate your team on a scale of one (strongly disagree) to seven (strongly agree) for the following:

1. If you make a mistake on this team, it is not held against you.
2. Members of this team are able to bring up problems and tough issues.
3. People on this team sometimes accept others for being different.
4. It is safe to take a risk on this team.
5. It isn't difficult to ask other members of this team for help.
6. No one on this team would deliberately act in a way that undermines my efforts.
7. Working with members of this team, my unique skills and talents are valued and utilized.

**Or take the test online [here](#)*

Inspiration:

Be willing to try new or different things. Be available to have experiences and make connections. Examples include:

1. Travel
2. Listen to music, experience it live (listen to new genres)
3. Watch documentaries and independent films
4. Watch children shows and movies
5. Read fiction and non-fiction
6. Go on adventures in nature, or in cities
7. Try a new hobby
8. Try new food
9. Eliminate one of your senses for a time period

Play:

Find your play personality

Dr Stuart Brown, researcher and founder of The National Institute for Play, has identified eight “[play personalities](#)” that can help you find out what kinds of play work best for you:

1. The Collector: You enjoy building collections, such as collecting stamps or vintage cars.
2. The Competitor: You enjoy playing (and winning) games with specific rules, like playing for a neighborhood soccer league.
3. The Creator or Artist: You find joy in making things, or making things work. You might enjoy doodling, woodworking, decorating, fixing machinery, or sewing.
4. The Director: You enjoy planning and directing, like hosting themed birthday parties.
5. The Explorer: You play by discovering something new, either physically (a new place) or mentally. You might play by going on a vacation to a new place or discovering a new type of [music](#).
6. The Joker: You enjoy being silly and foolish. You might enjoy improv theatre or simply making your friends laugh.
7. The Kinesthete: You enjoy moving your body as play. You might practice yoga or take a dance class for fun.
8. The Storyteller: You play by listening to or creating stories. You might enjoy going to the theater or [writing in a journal](#).

Exercises that help tap into Creativity

**Note: Some of the exercises may not produce the perfect solution, but they can get you thinking differently.*

#1. Newspaper Headline – Write your problem as if it were a headline in a newspaper. You can write it as if the problem still exists, or as if the problem were already solved.

Example: “Local man attempts to provide joy to the world by opening a jar of peanut butter.”

#2. Future Party – Imagine it’s one year from today; what did you solve in the last year? How is the world different based on the solution? What were the steps you took to solve the problem?

Example: “I can’t believe it’s been a year since couldn’t open a jar of Peanut Butter.”

#3. 40-20-10-5 – Explain your problem in up to 40 words. Then cut it down to 20 words; then to 10, then finally to only 5 words. These 5 words are the root of your problem (and likely the root of your solution as well).

Example: (Starting at 10 words) “I want to open up this jar of peanut butter.” -> “Open this peanut butter jar.”

#4. Explain Life, I’m Five – Explain your problem as if you were talking to a 4-year old kid. Use basic language and simple metaphors if necessary. Inspired by the subreddit ELI5.

Example: “There’s yummy-ness in this jar that I want to get out.”

#5. Ad Game – Have people mill about the room. When someone offers up an idea, everyone emphatically says “Yes!” and then the group continues to generate ideas, often building off the last idea that was just offered.

Example: “We should use a tool to open this jar.” “Yes!” “And it should not hurt our hands.” “Yes!” “And it’ll be nearly effortless.” “Yes!”

#6. Dumbest Idea First – Hold a contest to get the dumbest idea out first. Encourage everyone to think of the absolute dumbest possible solutions to the problem. After you have a long list, go back through and see which ones may not be all that dumb.

Example: “Let’s open it using C4 explosives.”

#7. What Would X Do – Pretend you’re someone famous (or someone you admire) and ask yourself how they would solve the problem, what options would they consider?

Example: (as Gandhi) “I will go on a hunger strike until the jar is ready to be open.”

#8. 10x10x10 Matrix – Generate a list of 10 ideas for solving the problem. Pick one of those ideas and generate 10 variations of that idea. Pick one idea from the new list and generate 10 more variations.

Example: (with just 5 ideas):

–Round 1 (based on tools)–Dynamite, Power Drill, Vise grip, Scissors, Hammer.

–Round 2 (based on vise grip)–Metal clamp, Pliers, Glue, Cement, Sticky Glove.

–Round 3 (based on sticky glove)–Lots of tapping, Rubbing the seal, Punching, Soft caresses, Really strong hand.

#9. Futures Wheel – Pick a possible solution and write it in the center of a piece of paper. List possible direct results/consequences of the solution around the center idea. List possible indirect results/consequences based on the direct results/consequences.



Example: Really strong hand leads to: ability to open other types of jars as well, big forearms, possible blisters, ...

#10. Idea Trial – When you can't get agreement on which solution to choose, have the proponents of each idea represent them in "court." Go through opening arguments, call witnesses and allow closing statements. Have the project board choose the winner.

Example: "Really strong hand, is it true you could also be used for terrible things, such as opening a can of sardines?"

#11. Coin-Flip – When deciding between two equally good solutions, flip a coin. When the coin is in the air, take note of what you secretly hope the result is and go with that (if you really can't decide between the two, then go with the actual result of the coin-flip). Inspired by this poster.

Example: Heads is strong hands, tails is a soft cares. *Toss.* (I really don't want to have to caress this jar of peanut butter...) Strong hands it is!

#12. End in Mind – To create your plan, start with the end in mind and work backwards. Establish key milestones and dates in reverse order, starting with the end-of-project celebration and ending with today.

Example: Eat delicious PB&J sandwich (5pm), Make delicious PB&J sandwich (4:58pm), Open Peanut Butter Jar (4:57pm), Build up grip strength (4:47), ...

#13. Idea Mock-ups – Create a mock-up of the solution. You can create a physical mock-up using the various supplies in your office or a virtual mock-up using images from around the web.

Example: Tell me you wouldn't buy this incredible product.

#14. Gamification – Turn the completion of your project into a game. Establish rules for how you earn points, create badges to celebrate milestones and track game progress. Learn more about gamification.

Example: For each squeeze of the PB Gripper, you get 1 point. 100 points earns you the Gripper Badge, 500 points earns you a pudding cup. After 1,000 points you should be able to open the Peanut Butter jar.

#15. Be a Character – Add some fun to your work by executing your plan as if you were a fictional character. Think about how they would operate and get into character.

Example: (as the Incredible Hulk): HULK SMASH!

#16. Apply McLuhan – Answer McLuhan’s tetrad of questions in context of your solution: 1) What does your solution enhance? 2) What does it make obsolete? 3) What does it bring back that was once obsolete and 4) What does it flip into when taken to the extreme?

Example: Using a strong grip to open the jar: 1) The ability to get peanut butter, 2) Other tools for opening jars, 3) The joy of cooking my own food, 4) Only eating peanut butter and nothing else.

#17. Word on the Street – Conduct “word-on-the-street” type interviews with members of your team, asking them how they felt about the project and the solution.

Example: “Sir, what’s your opinion on this new development on the ability to consume delicious peanut butter?”

#18. Stop-Start-Continue – Review the way you completed your project and pick activities you should stop (things you did on this project that you don’t think are necessary for future projects), start (things you didn’t do on this project but that you should do on future projects) and continue (things you did on the project that you should do on future projects).

Example: STOP doing every single exercise for one solution. START finding snacks to eat while waiting to get to the solution. CONTINUE eating peanut butter.

#19. Find the Funny – Write a monologue or stand-up set that covers some of the funny moments or ideas from the project. Share it with your team.

Example: What’s the deal with airline peanut butter?