

# Creative Thinking

**Module 3** Creative Teams

**HYPER ISLAND**

**3**

# Facilitators

This is the crew that will facilitate and guide you through this session where **you** are the main actors



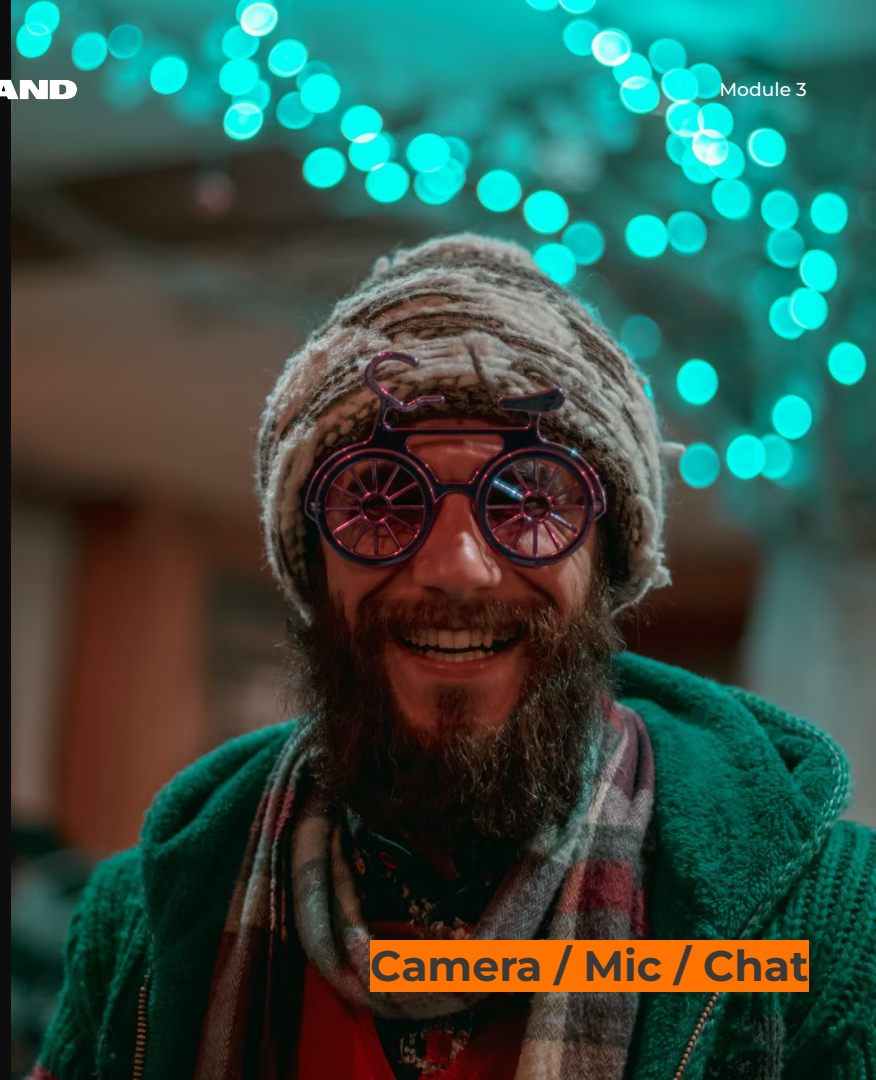
**Layla Oliveira**



**Benito Berretta**

# Check-in

# Which is the craziest idea you ever had?



Camera / Mic / Chat

# **The Course**

**Module 3 Exploring** Creativity

**Module 3** Creative **Mindset**

**Module 3** Creative **Teams**

**Module 4** Creative **Tech**



# The Mindset and the 6 Virtues



# STEP 1

**Done**



## Self Assessment

You performed step 1 during the live session. Now, you can follow the instructions for the next steps and share the complete challenge on the Slack channel module-2.

***If you were not in the live session, watch the recording, draw your diagram, and share it in the module-2 slack channel.***

**Beni 22**

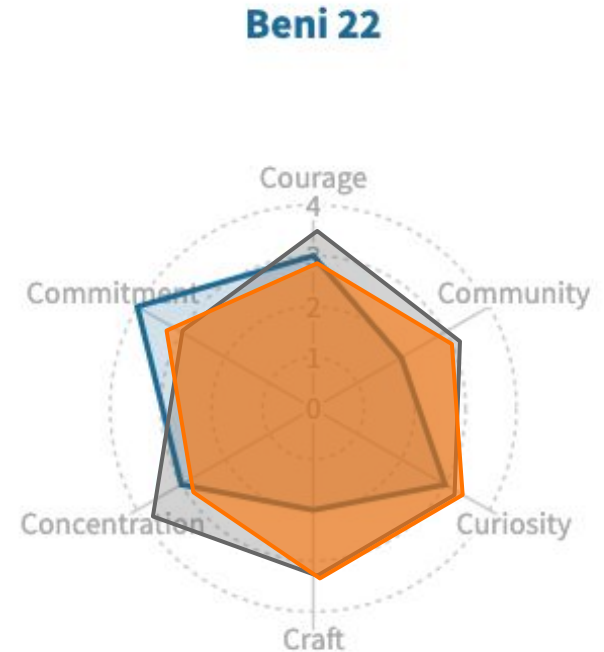




# STEP 2

## Calibration & Context

Ask friends or colleagues that know you well about the results. Check your different contexts. Reflect and finalize the calibration.



# STEP 3

## Define your ambition

After calibration, we'd like you to check your original diagram and make the necessary changes to achieve your goal.

Beni 22



Beni 23



# STEP 4

## Think about Rituals (inspiration from Toolkit and others)

Once you have your ideal version of the 6Cs, could you establish what rituals to follow to reach it?

**Register the complete activity** and **share in Slack #module-2** until the next live session.

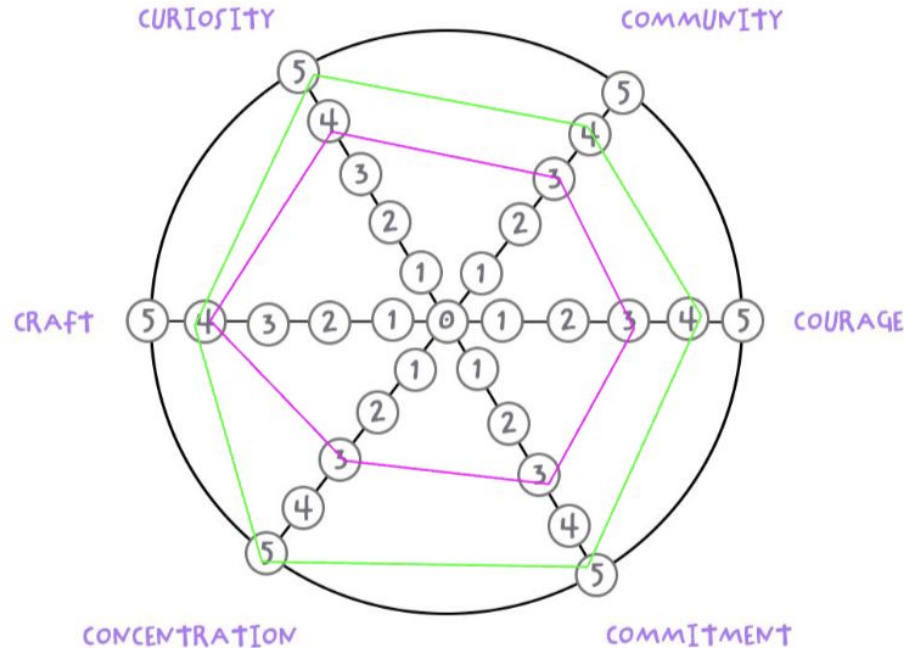


Rituals that will bring you there!

Fight epistemic walls and echo chambers by discovering new networks and talking to strangers.

## Where I want to be ●

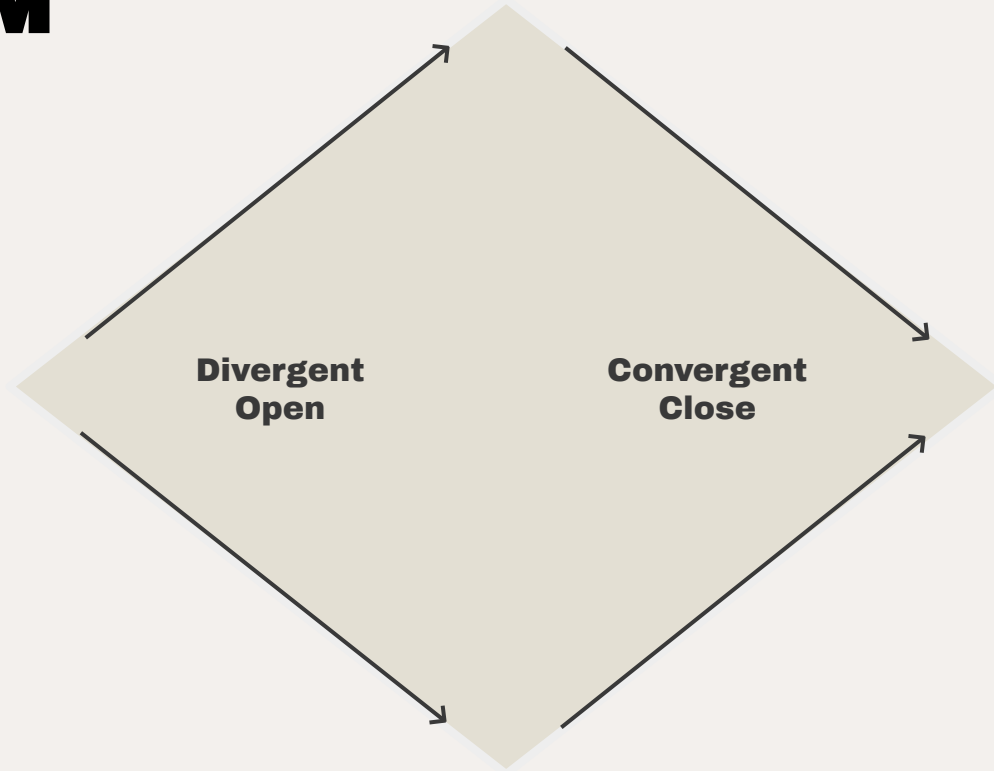
● Current



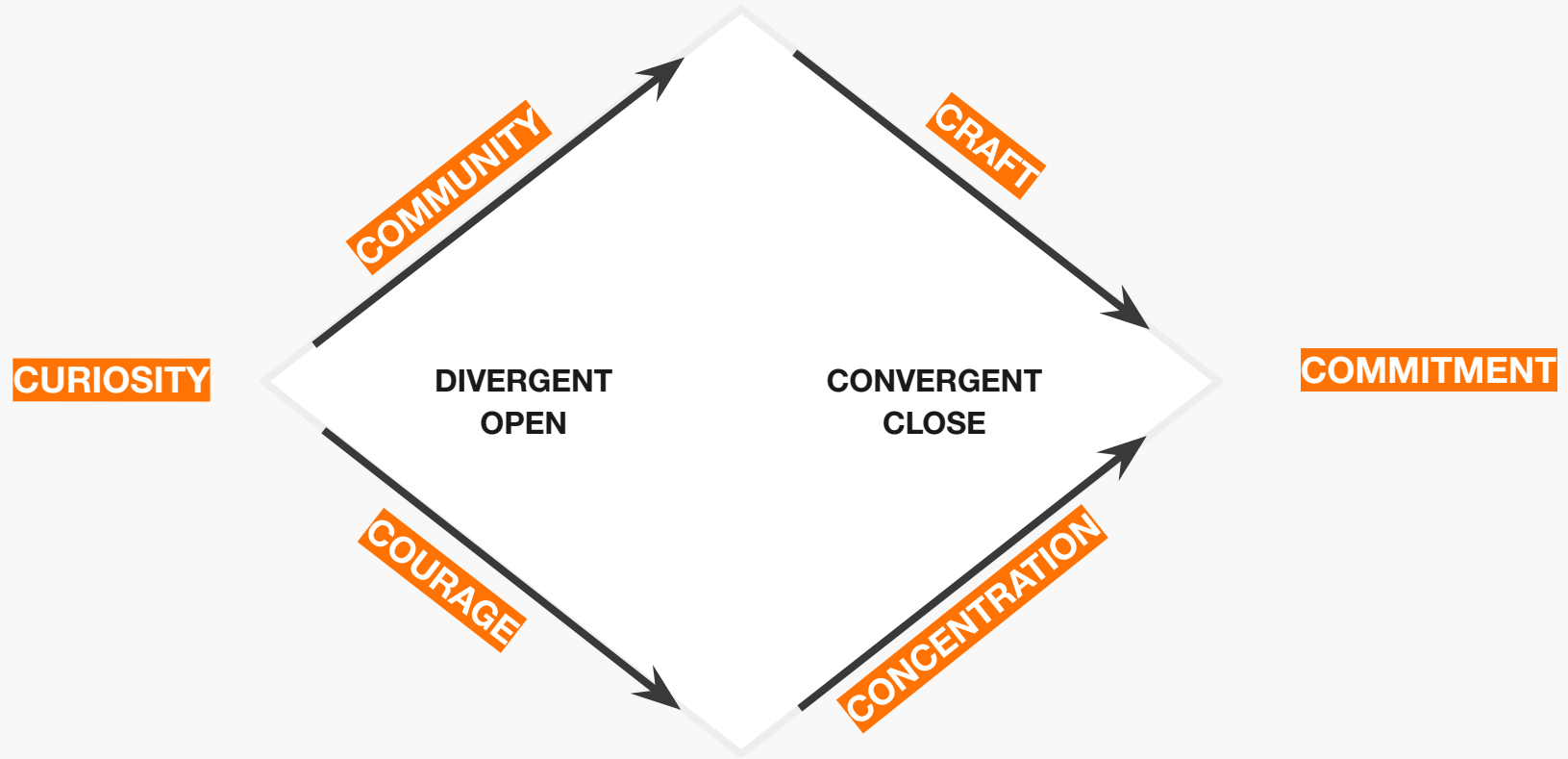
### Rituals that will bring me there

- Network more
- Use the Pomodoro more frequently
- Minimize distractions such as SoMe
- Work on presentation skills
- Journal more, draw more
- Stay present with the process

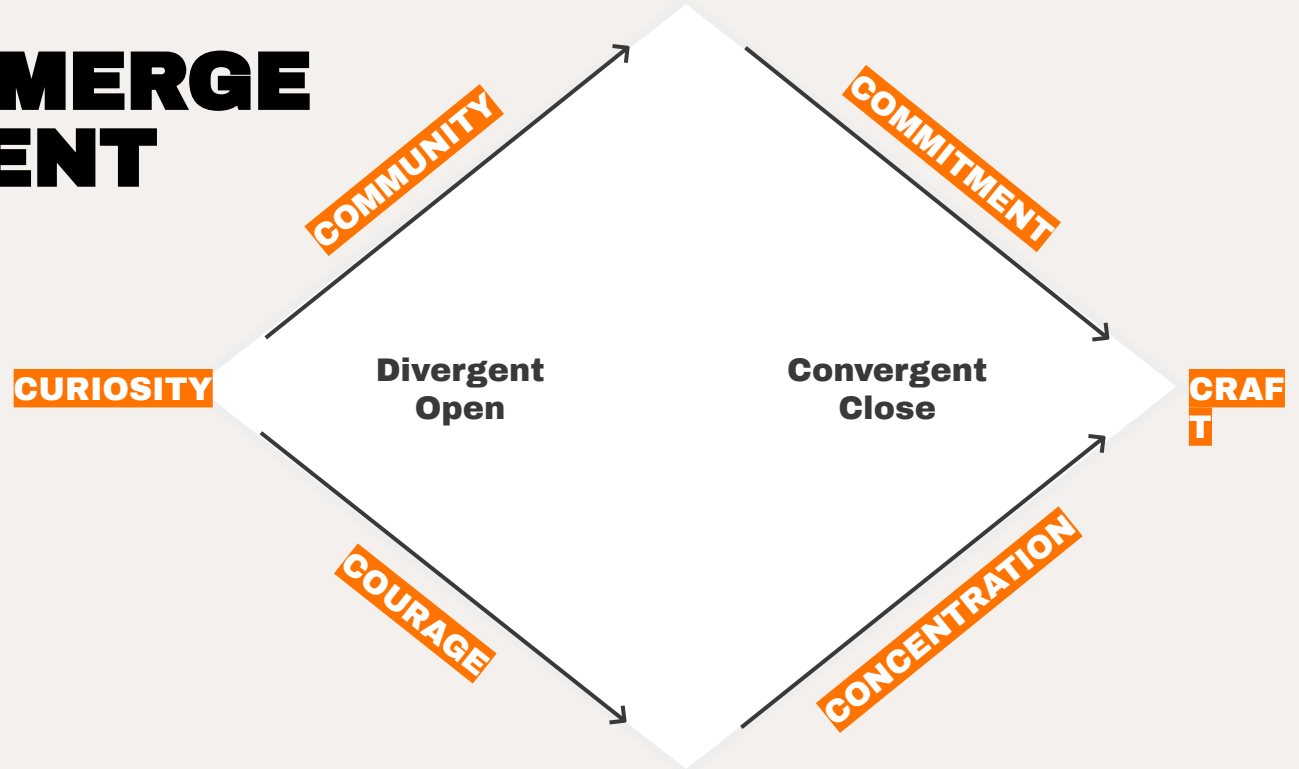
# **FINDINGS FROM OUR JOURNEY CREATIVITY IS A DIAMOND**



# THE META, ITS 6 VIRTUES AND A DIAMOND



# DIFFERENT VIRTUES EMERGE AT DIFFERENT MOMENTS



## **6C and Creativity**

Curiosity drives us to explore new ideas and possibilities. It is the spark that ignites creativity.

Community provides us with support and encouragement, which is essential for taking risks and trying new things. It also helps us to learn from others and to build on our collective knowledge.

Courage is necessary to overcome our fears and doubts, and to share our creative work with the world.

Commitment is required to see our creative projects through to completion. It also helps us to develop our skills and expertise over time.

Concentration is essential for focusing our attention on our creative work. It helps us to block out distractions and to stay in the flow.

Craft is the skill and knowledge that we need to create our work. It is developed through practice and experimentation.



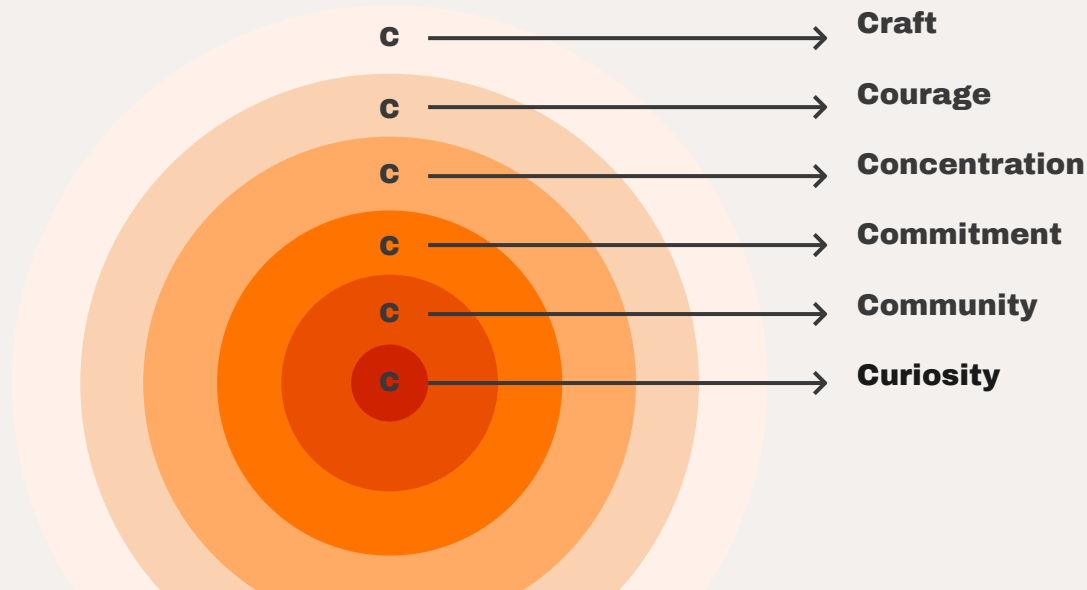
# Goldilocks & Homeostasis

There is no benchmark,  
you need to find the  
combination right for you.

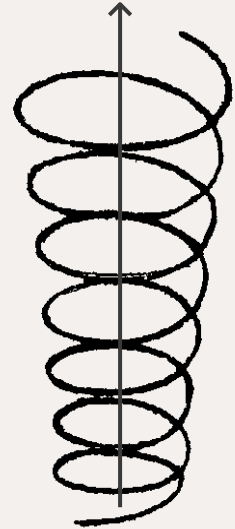


# Superposition

## Schrodinger's Cat

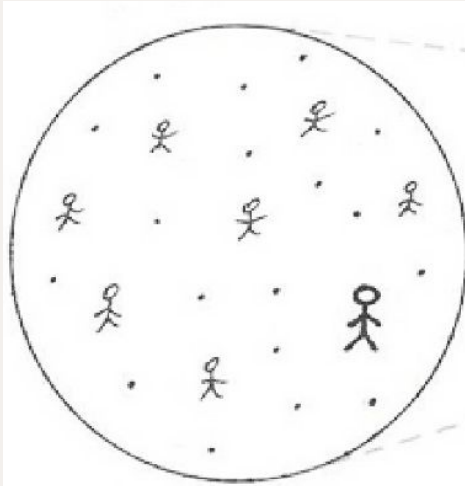


## SUPERPOSITION



## THE SOCIALISED MIND

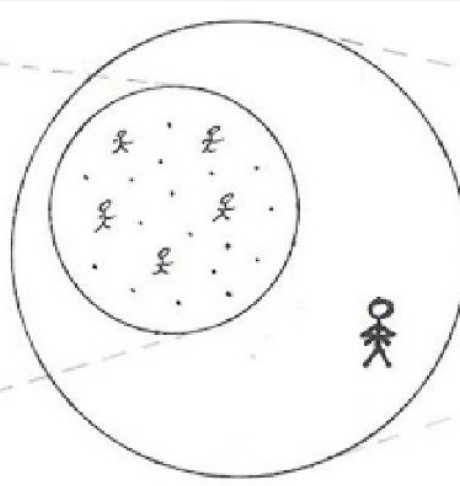
Stage 3 - 58% pop.



"I am my relationships,  
I follow the rules"

## THE SELF AUTHORIZING MIND

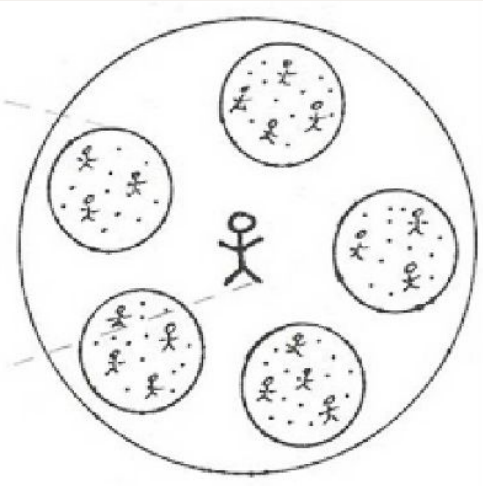
Stage 4 - 35% pop.



"I have an identity,  
I make choices"

## SELF TRANSFORMING MIND

Stage 5 - 1% pop.

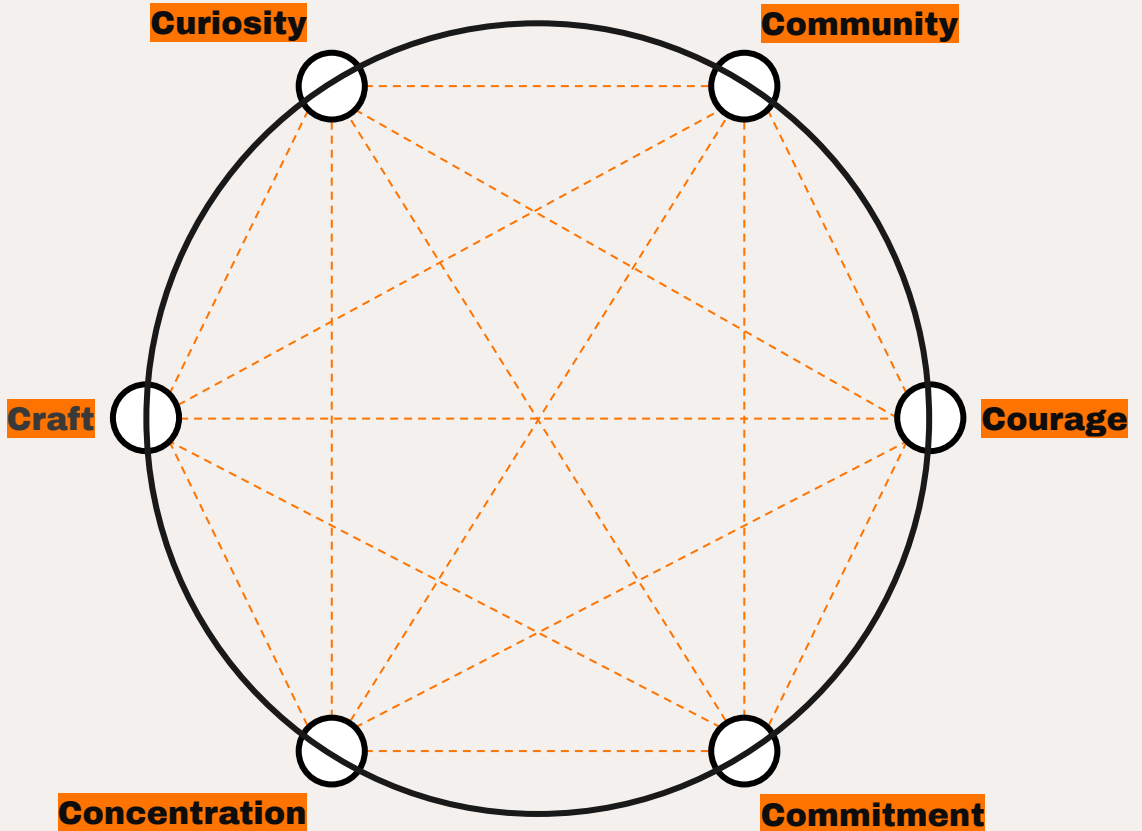


"I hold many identities,  
I embrace paradox"

Excerpt: Constructive Development Theory - Robert Kegan "In Over our Heads"

**Entanglement  
/Nonlocality**

**Systems  
Thinking**



**Curiosity:** The desire to learn and explore, driven by a natural inclination to discover new knowledge and experiences.

**Community:** A group of people who share common interests or goals, coming together for mutual support, interaction, and a sense of belonging.

**Courage:** The strength to face uncertainty or engage in difficult or challenging tasks with bravery.

**Commitment:** A strong will or unwavering promise to fulfill a specific goal, duty, or obligation.

**Concentration:** The ability to focus your attention on one thing at a time, excluding distractions and maintaining a deep level of mental engagement.

**Craft:** The skill of making things and experimenting with the material, artifacts or situations, showcasing artistry, expertise, and meticulous attention to detail.

**Curiosity:**

The desire to learn and explore, driven by a natural inclination to discover new knowledge and experiences.

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A group of people who share common interests or goals, coming together for mutual support, interaction, and a sense of belonging.

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**Craft:**

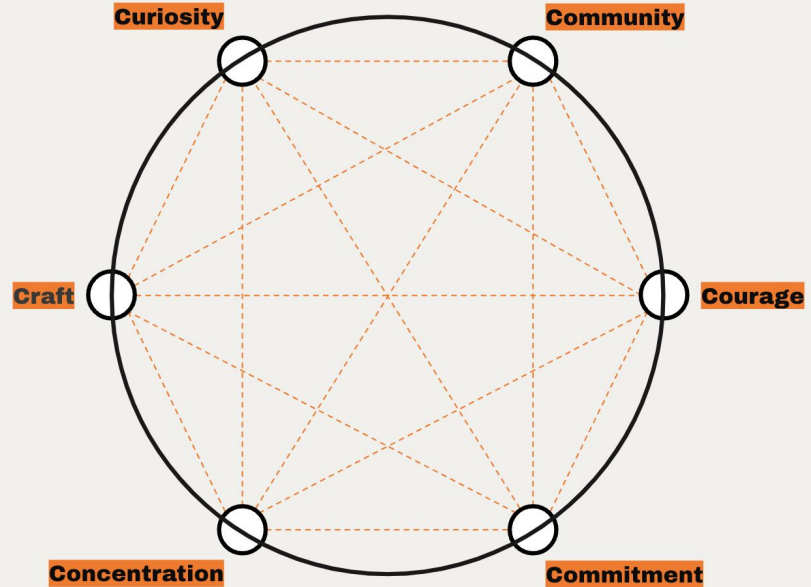
The skill of making things and experimenting with the material, artifacts or situations, and meticulous attention to detail.

# Entanglement

**CURIOSITY** can lead us to discover **new communities** of creative people.

**COMMUNITY** can give us the **COURAGE** to share our work and to **COMMIT** to our creative projects.

**CONCENTRATION** can help us to **develop our craft**. And **CRAFT** can help us to **create more original and innovative work**.



## Entanglement

**Curiosity:** A curious person is more likely to ask questions, explore new ideas, and experiment with different approaches. This can lead to more creative and innovative outcomes.

**Community:** A supportive community can provide feedback and encouragement, which can help creators to develop their skills and confidence. It can also offer a sense of belonging and connection, which can be important for creativity to thrive.

**Courage:** It takes courage to share your creative work with the world, especially if it is something new and different. Courage is also needed to overcome setbacks and to keep creating, even when things are tough.

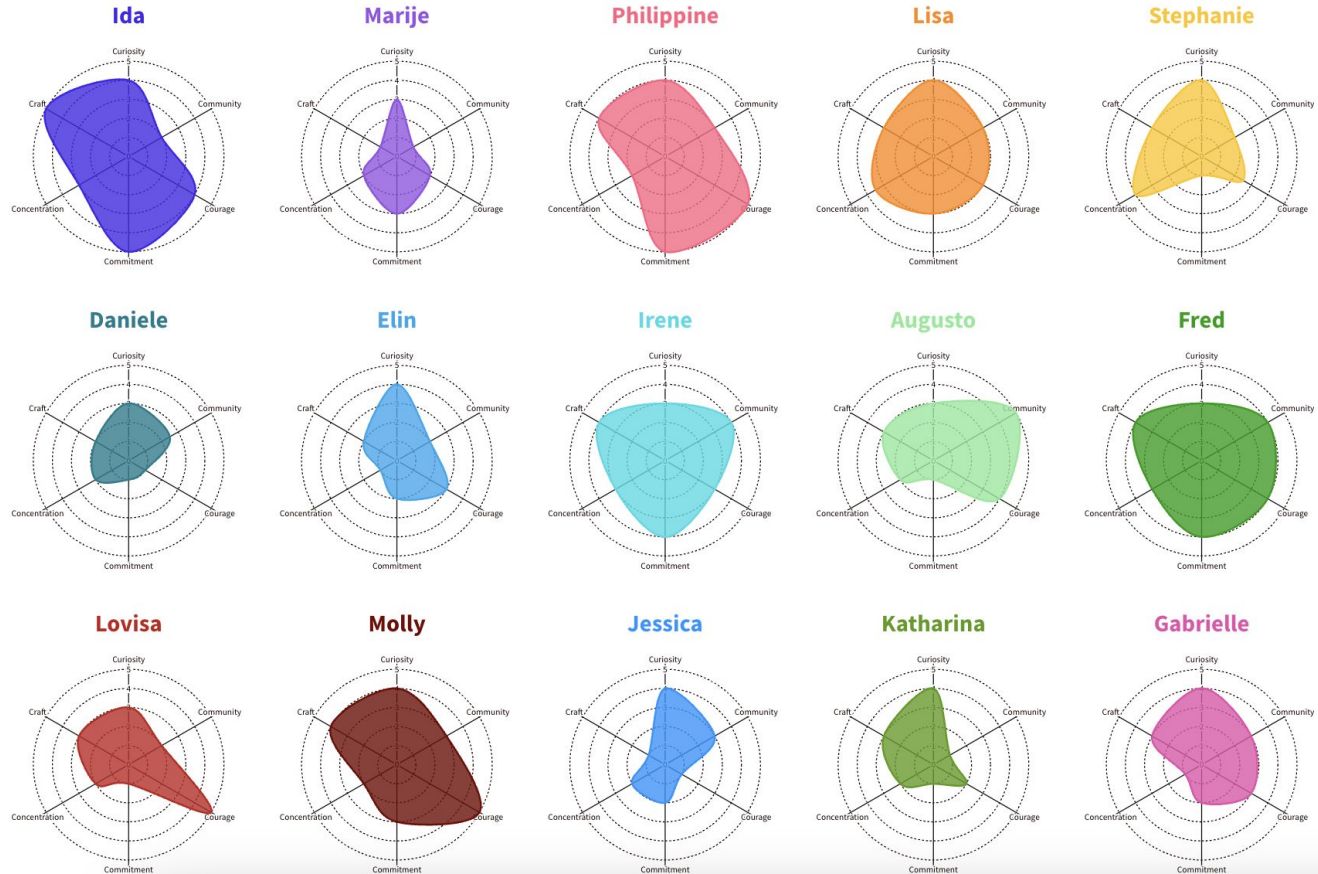
**Commitment:** Creative projects often take time and effort to complete. Commitment is essential for staying focused and motivated, even when things get challenging.

**Concentration:** Creativity requires deep concentration and focus. This ability to tune out distractions and immerse yourself in your work is essential for producing high-quality creative output.

**Craft:** Creative work is often the product of skilled craftsmanship. Developing your craft requires practice, dedication, and a willingness to learn from others.

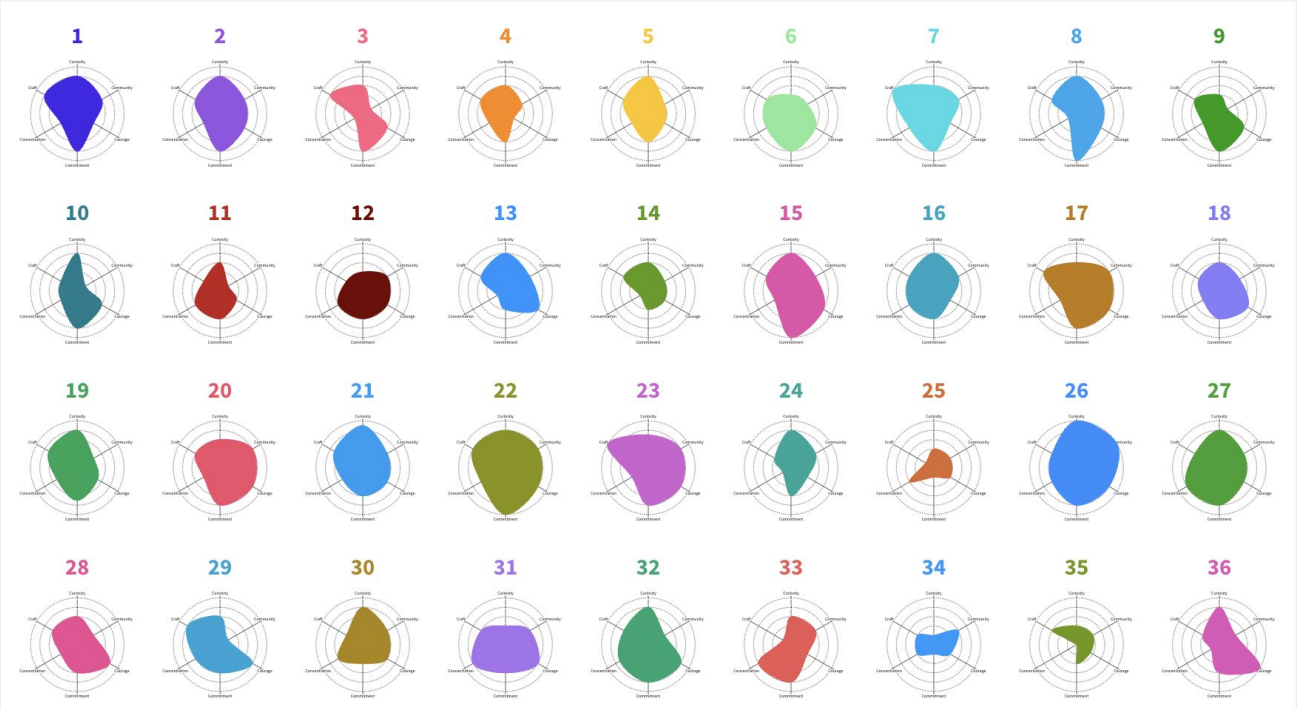


# Creativity Map

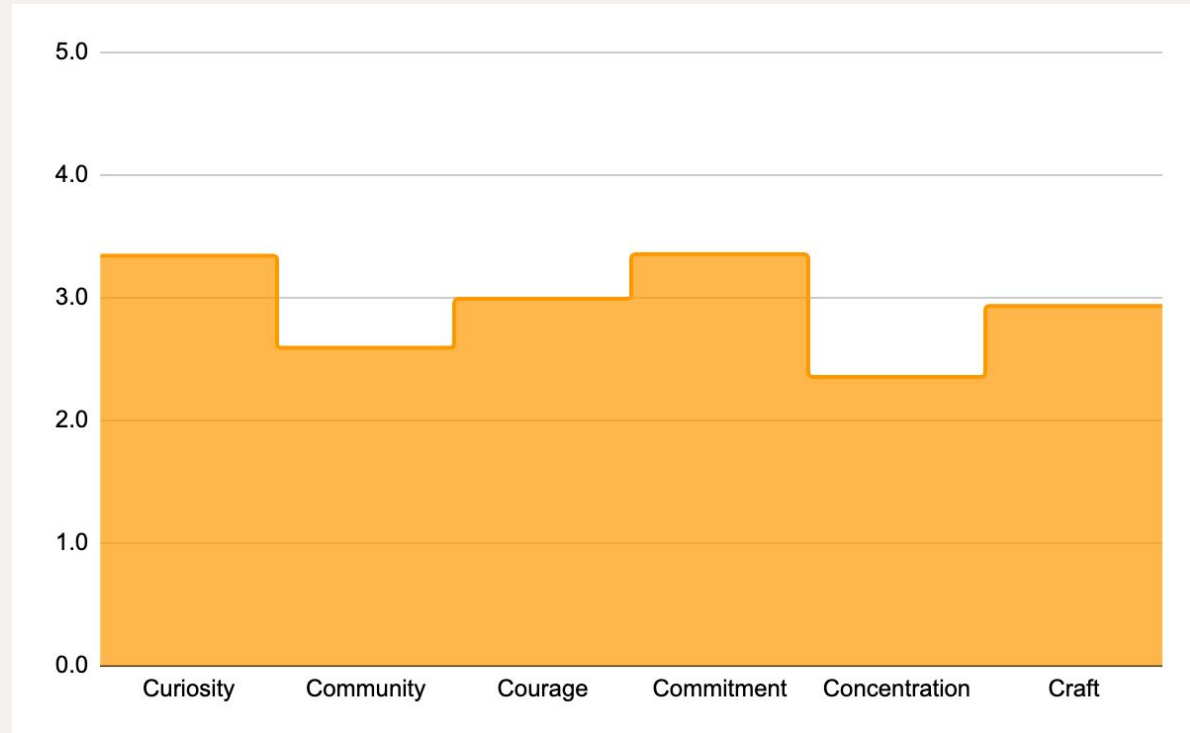


# Team Design

**CREATIVITY MAP**



# World wide results



# **Creativity springs from inclusion**

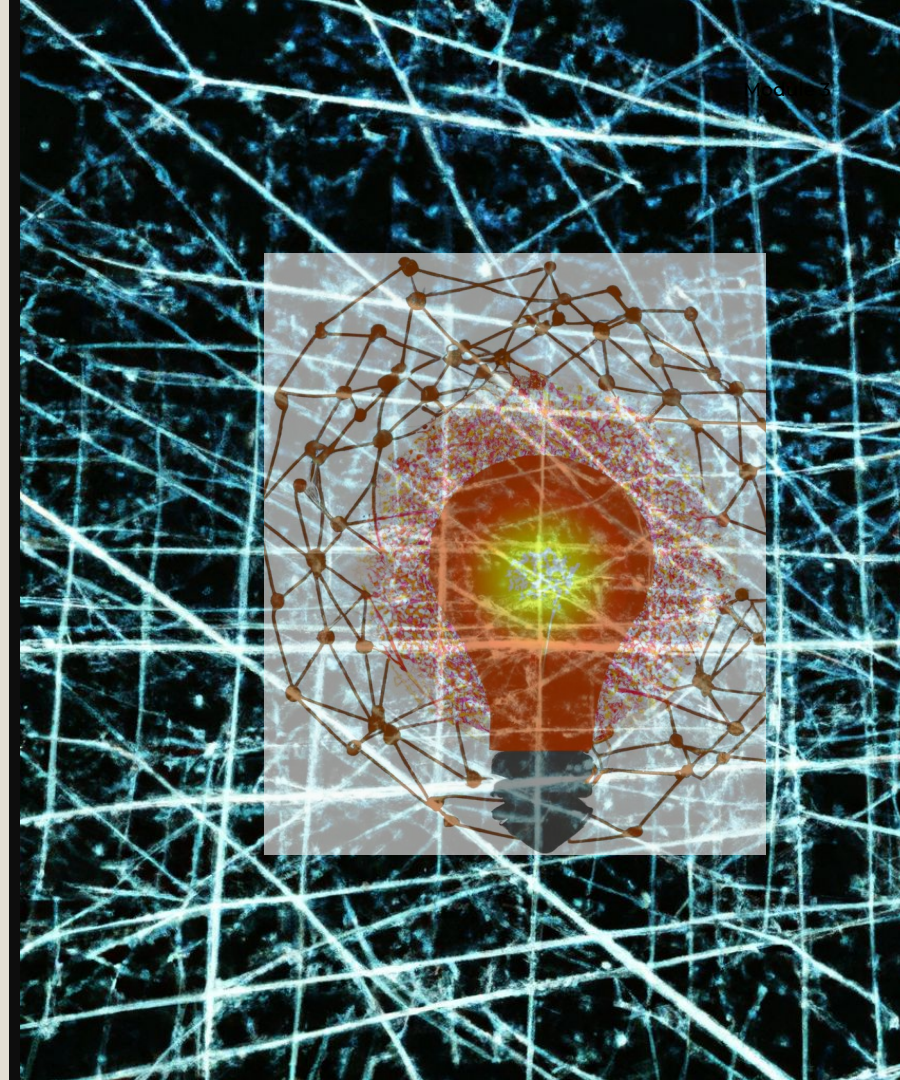




**“Just as your thoughts don't depend on a particular neuron, innovations, big or small, don't require heroic geniuses.**

**...innovations arise as an emergent consequence of the psychology of our species applied within our societies and social networks ”.**

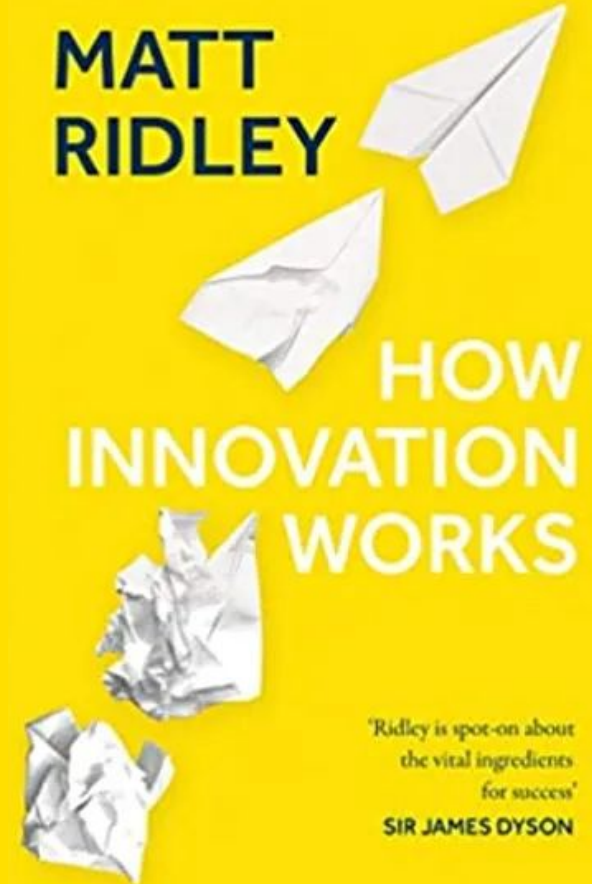
**Michael Muthukrishna and Joseph Henrich.**



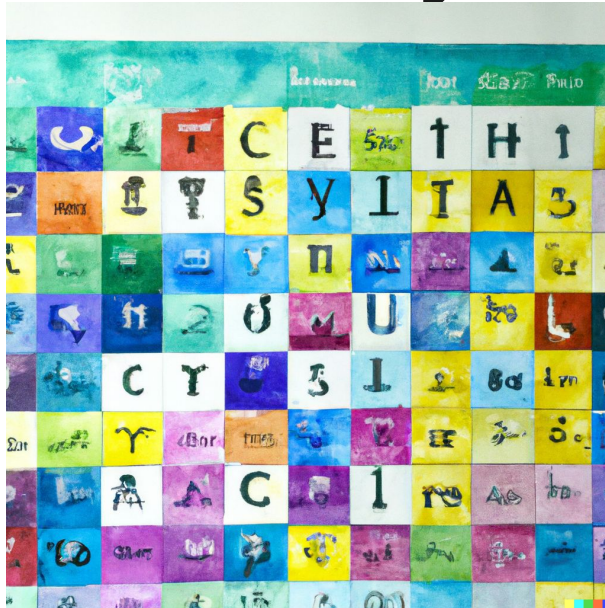
**“Innovation is not an individual phenomenon, but a collective, incremental and messy network phenomenon.”**

**It's filled with tinkering and simultaneous innovations, trial-and-error and knowledge shared among many participants”**

**Matt Ridley**



## Diversity



COLLABORATION

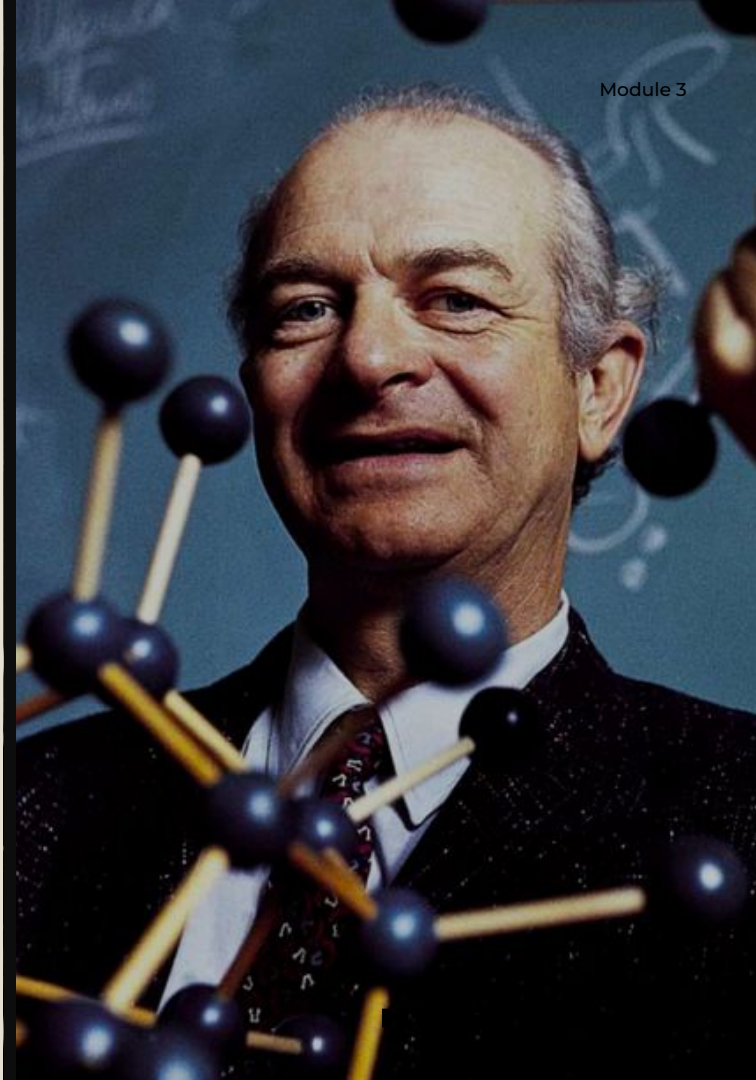
## Inclusion





The best way to  
have a good idea is  
to have a lot of ideas

**Linus Pauling**





# Your Mental Mode & Collaboration



# Six Working Genius

Identify areas of personal  
genius with Pat Lencioni's  
6 Work Geniuses



**HYPER ISLAND**







The 6 types of Working Genius is a model that identifies the six fundamental activities that are required for any type of work and provides a simple framework for how work gets done.

Lencioni says that we all have **two of these 6 areas that are natural gifts or "Work Geniuses"** (natural skills): you are good at it, it gives you energy and joy.

**Two other areas are work competences:** you can do them well, even very well, but you don't get much joy or energy from them.

Finally, you have **two areas of frustration at work:** These areas are neither natural nor energizing for you, and you probably aren't particularly good at them.

**“**

**If you want to be successful and feel fulfilled in your work, you must explore your talents. But that can't happen if you don't know what those talents are.**

**PATRICK LENCIONI**

### The Genius of Wonder

People with this type of genius ponder about solving problems. They are always looking to improve things and help people reach their potential. They raise questions, but they don't have any idea about how to solve them. They are obsessed with untapped potential. They ask, "Why?" and "Why not?" a lot. They are driven by the idea that something is not right.

***Their motto: Let's think about it.***

### The Genius of Invention

This type of working genius is all about creativity. They take ideas from the first group and come up with workable solutions. They get energy by looking at an empty whiteboard, and they figure things out. They love coming up with new ideas and new solutions. This statement drives them, "I have an idea."

***Their motto: Let's figure it out.***

### The Genius of Discernment

This type of genius understands how to listen to their guts. They evaluate their ideas and situations by using their intuition. They are good at translating their intuition to decisions. They have a natural ability to evaluate solutions with limited information. They provide inventors with insight and knowledge. They are a feedback machine. They are curators of data without using a spreadsheet. They often say, "What about this?"

***Their motto: Let's do this, or let's not do this.***

### The Genius of Galvanizing

This type of genius understands how to get people together. They take a great idea and move it forward. They inspire and organize others to take action. Most people describe this kind of working genius as initiators. They say, "If this is a good idea, let me get everyone moving in the right direction."

***Their motto: Let's move forward.***

### The Genius of Enablement

This type of genius knows the importance of helping the right people to do the right thing. They know how to connect and cooperate with others. You don't have to ask them to help you. They sense that you need help, and they show up and do the work. They are responders. They respond to the needs of others and help them discover their genius.

***Their motto: Let me help you get things done.***

### The Genius of Tenacity

The world is full of people who start projects but fail to get things done. This group of people despises starting projects without finishing them. They get satisfaction with completed projects. Organizations that do not have this type of working genius struggle to finish projects. They have a To-do list, and they do not lose interest until the project is completed.

***Their motto: Let's complete this project.***

# ACTIVITY

## STEP 1



None of us are good at all of them, and everyone is good at least two. Your challenge is to identify:

1. Your two **working geniuses** that come naturally, that are gifts. You're good at them and they energize and bring you joy;
2. Two **working competence** areas you are competent at, you can carry them out quite well, you may even excel at them but they don't bring you much joy or energy;
3. Two **working frustration** areas that are neither energizing nor joyful for you and that you are not particularly good at.

Choose 2 working geniuses for each area	WORKING GENIUS	WORKING COMPETENCE	WORKING FRUSTRATION
YOUR NAME	2 AREAS	2 AREAS	2 AREAS

# **BREAK OUT** **ROOMS**



**“**

**Just as your thoughts don't depend on a particular neuron, innovations, big or small, don't require heroic genius.**

**...innovations emerge as an emerging consequence of the psychology of our species applied in our societies and social networks**

**MICHAEL MUTHUKRISHNA & JOSEPH HENRICH**

# Elements of creative thinking



# Elements of creative thinking

Two types of thinking that are critical to creativity:

## DIVERGENT THINKING

- **Taking one simple stimulus** (image, sound, etc.) **and trying to radiate out from** that as many different divergent situations, properties, characteristics, events, things
- Election criteria are vague and vast
- It wanders through of ideas that **you already had in your memory banks**

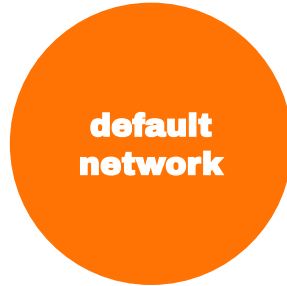
## CONVERGENT THINKING

- **Taking stimulus and combining them** in some way that **makes sense in the real world**
- It accesses our understanding of the outside world and requires more focus and persistence



# Your Brain on Creative Thinking

**3 brain networks working together**



OPEN: responsible for **spontaneous imagination** based on elements that exist only within our brain (relying on memory of previous experiences) - open monitoring meditation



DISCERNMENT: responsible for **identifying the relevance and importance** of different ideas and concepts



CLOSING: Responsible for **eliminating choices**. Focus attention meditation.

# Dopamine and creative thinking

Dopamine is about motivation, desire, and movement  
Four major circuits in the brain release dopamine:

## nigrostriatal pathway

- involved in generating eye movement, bodily movement, and thinking about movement
- associated with **divergent thinking**

## mesocortical pathway

- involved in motivation and has emotional component
- associated with **convergent thinking**

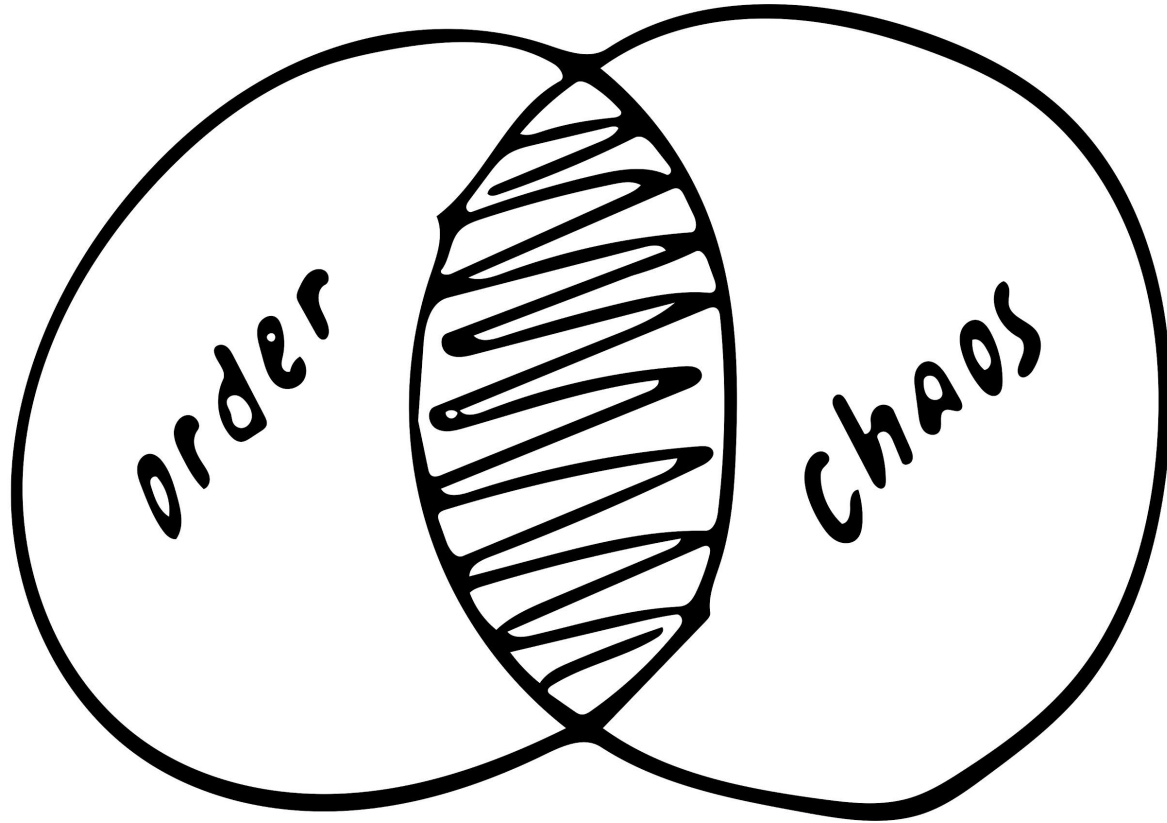
## mesolimbic pathway

## tuberoinfundibular pathway

Creativity represents a miraculous coming together of the **uninhibited energy of the child** with its apparent opposite and enemy, the **sense of order imposed on the disciplined adult intelligence.**

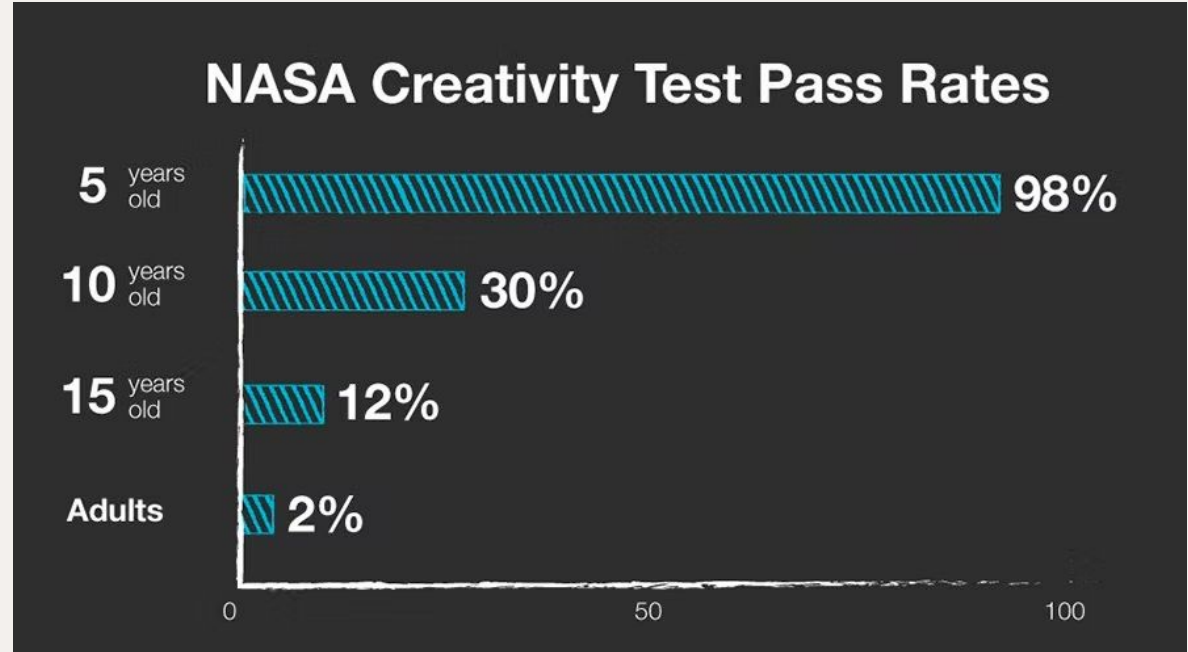


**Norman Podhoretz**





**WE ARE  
ALL BORN  
CREATIVE**



**Children are more creative**  
**Children have a smaller memory bank**

# An alternative theory: why children are more creative if they have no repertoire?

**Narrative training** - three world-building elements:

1. Perspective: come up with some idea that makes sense or is attractive to you about how the world is different inside of your creative endeavour
2. Shifting: take somebody else's perspective and think about their underlying motivation (What is their motivation in life generally? What kind of mood stance or goal stance are they taking? Are they trying to extract from others? Are they trying to give to others? Are they very selfless, etc.)
3. Action-generating techniques: forced collaboration between that person who has this alternate motivation, different from you, and someone else who has an entirely different motivation


# **WEEKLY** **CHALLENGE**


**“**

**It turns out that as human beings we are not very good when it comes to judging our own lives, because of the importance of calibrating our working geniuses with other people, inviting them to give their opinion and share their observations on our tendencies and abilities.**

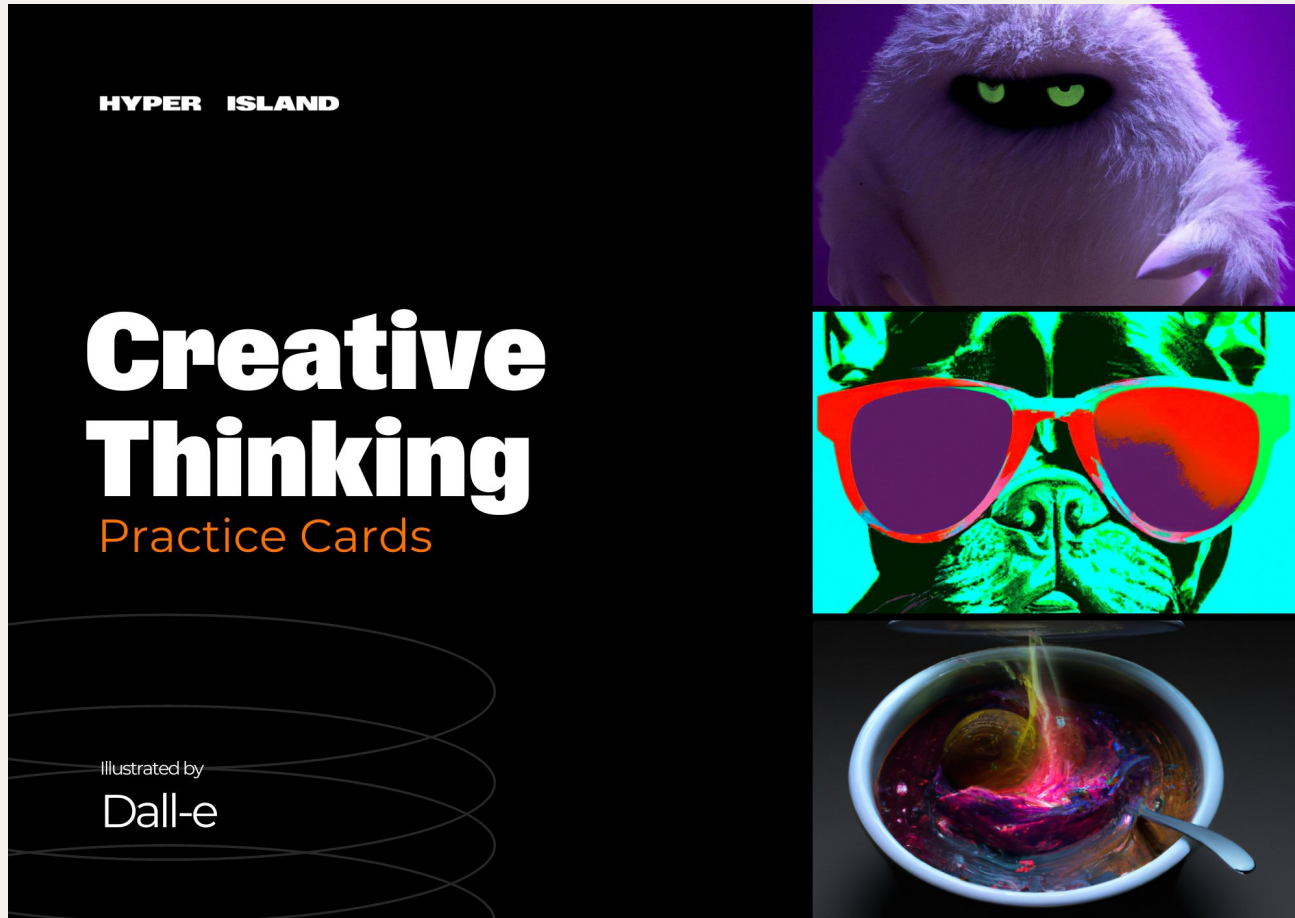
**PATRICK LENCIONI**

**Remember:** Have a conversation with 2 people that know you and calibrate your results. You might choose colleagues that are on this learning journey with you or other people from your team.

 **READ:** Article on Medium, a quick straightforward read [here](#)

 **WATCH:** “Pat” Lencioni explaining the 6 Working Genius [here](#)

Choose 2 working geniuses for each area	NATURAL GIFT	COMPETENCE	FRUSTRATION
YOUR NAME	2 AREAS	2 AREAS	2 AREAS
THE IMPRESSION ABOUT YOU - NAME PERSON 1			
THE IMPRESSION ABOUT YOU - NAME PERSON 1			





**Creative Thinking**

**Practice Cards**

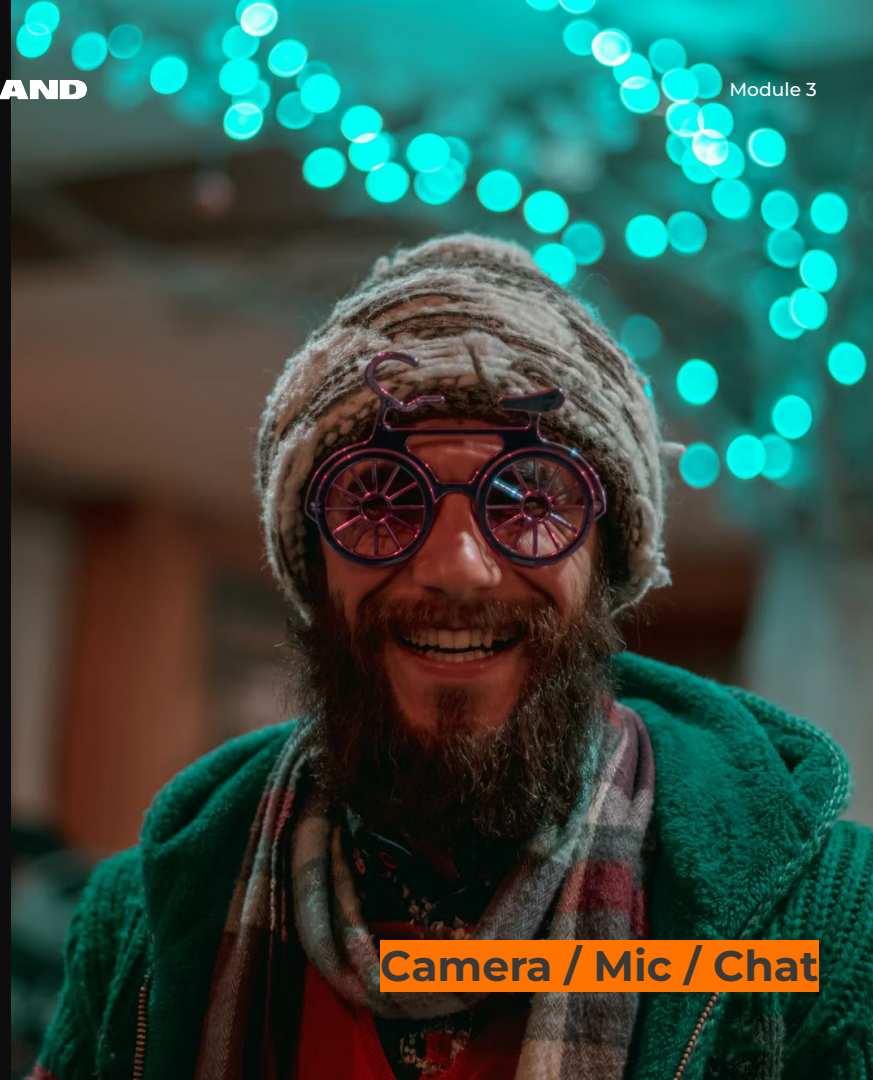
**EACH CARD CONTAINS...**

- A question intended for you to identify that 'virtue' within yourself;
- A series of bullet points on 'How to activate and nurture this virtue in you';
- One or more tools & activities with instructions on how to apply them;
- Additional resources to explore and go deeper into each;
- Access to the Hyper Island Toolbox containing more than 100 activities and tools to apply right now.



# Check-out

**Which emoji  
represents  
how are you  
leaving this  
session?**



Camera / Mic / Chat

# Thank You

**Module 3** Creative Teams

**HYPER ISLAND**

**3**