

PARTICIPANTS - CREATIVE STYLES CRITERION

In 'Gold into Lead' (see Rationale), in its section 'The argument from creative style' under the subheading of 'Nomads and Settlers' Denis Postle draws on Kirton's Adaption/Innovation Theory (1989), a widely used occupational psychology text. This model illuminates how 'creative styles' differ. Note that A/I Theory has nothing to say about the amount or level of creativity per se, its sole focus is the style of creativity, i.e. how different people approach tasks involving creativity.

The Adaptor

Seeks solutions to problems in tried and understood ways.

Liable to make goals of means.

Is an authority within given structures.

Challenges rules rarely, cautiously, when assured of strong support.

Tends to high self-doubt. Reacts to criticisms by closer outward conformity.

Vulnerable to social pressure and authority; compliant.

The Innovator

Queries problem's concomitant assumptions; manipulates problems.

Seen as unsound, impractical; often shocks his opposite.

In pursuit of goals treats accepted means with little regard.

Tends to take control in unstructured situations.

Often challenges rules, has little respect for past custom.

Appears to have low self-doubt when generating ideas, not needing consensus to maintain certitude in face of opposition.

(Kirton 1989)

HA will provide a milieu that will better suit those who recognise themselves towards the Innovator side of the spectrum, as far as their 'home' or preferred creative style goes. HA could prove a big stretch for a person very much on the Adaptor side.

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