

Lori Smith
TEST REPORT



VCAI

Vast Creative Abilities Indicator

MEASURING CREATIVITY



Fluency



Flexibility



Originality



Elaboration

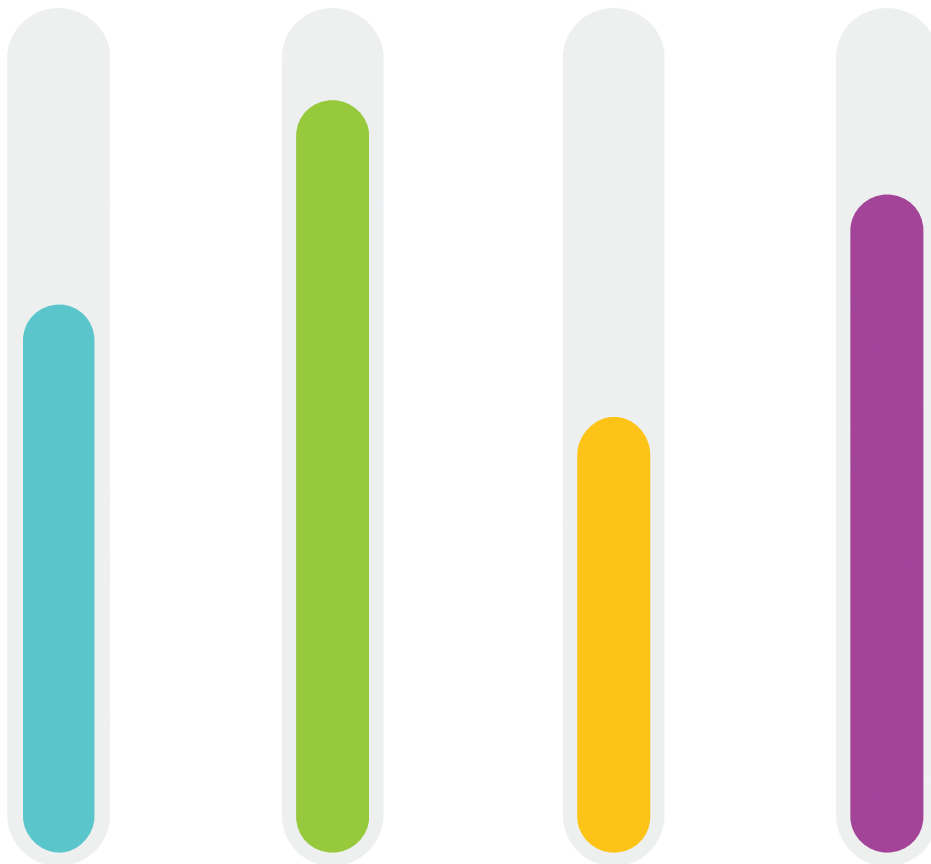
The VAST Creative Abilities Indicator (VCAI) provides a snapshot of your creative capacities at the time and place you completed the assessment. Creative abilities and strengths can increase and decrease depending on personal (internal) and environmental (external) factors. Everyone has distinctive creative abilities and strengths that can be harnessed into powerful resources for innovation, problem solving and productive teamwork.

The assessment you have taken reports on your level of creativity based on the four creative abilities of **Fluency**, **Flexibility**, **Originality** and **Elaboration** plus additional creative strengths that you expressed in your responses.

Your scores on the four creative abilities are reported in terms of styles. These styles are described in terms of the roles people play in meeting the challenges of business and the everyday workplace. These styles are **Collaborator**, **Contributor** and **Accelerator**.

YOUR CREATIVE ABILITIES

Based on your assessment results, the VCAI has identified the following ability levels for **Fluency**, **Flexibility**, **Originality**, and **Elaboration**. An overall summary of results and your dominant creative ability and suggested role are explained on the next page.



Contributor Accelerator Contributor Accelerator

VCAI ANALYSIS



Flexibility

Your Dominant Creative Ability and Role

FLEXIBILITY is the ability to abandon old ways of thinking and initiate different directions; to process information in different ways given the same stimulus. Flexible thinking is especially important when logical approaches fail to produce satisfactory results. **ACCELERATORS** utilize their flexibility to reduce development time and speed up progress. You are capable of synthesizing seemingly opposite perspectives into workable solutions.

Summary of Your Identified Creative Abilities and Roles

CREATIVE ABILITY	IDENTIFIED ROLE	DESCRIPTION
Fluency	Contributor	As a contributor , you share the responsibility for generating ideas with colleagues. You are able to generate ideas as well as incorporate ideas of others.
Flexibility	Accelerator	As an accelerator , you utilize your flexibility to reduce development time and speed up progress. You are capable of synthesizing seemingly opposite perspectives into workable solutions.
Originality	Contributor	As a contributor , you understand the value of originality in yourself and others. You are comfortable experimenting with various ideas and making unique contributions.
Elaboration	Accelerator	As an accelerator , you excel in the ability to develop ideas into detailed plans and procedures. You thrive in environments that call upon your ability to expand concepts and ideas into workable solutions.

THE FOUR ELEMENTS OF PRODUCTIVE TEAMS

Research has shown that teams with members of each of the four abilities are very productive. Teams need the idea generator (**Fluency**), the member who can look at the problem/issue from different perspectives (**Flexibility**), someone who can offer a new or unique solution (**Originality**) and the team member who can generate an action plan (**Elaboration**) to solve the problem/issue. It is important that each creative ability be involved in the problem solving process.



FLUENCY is the ability to generate multiple ideas, alternatives or solutions. Fluency is the production of numerous, relevant ideas. The more ideas you have, the more likely you are to find the best solutions to any given predicament.

Fluent thinkers are generally quick on their feet, able to suggest multiple ideas to a problem. Fluent thinkers enjoy coming up with ideas, making suggestions and general brainstorming. Generally, more ideas lead to better solutions. Fluency can be increased through training and practice.



FLEXIBILITY is the ability to abandon old ways of thinking and initiate different directions; to process information in different ways given the same stimulus. Flexible thinking is especially important when logical approaches fail to produce satisfactory results.

Flexible thinkers see the problem/situation from different angles or vantage points. Flexible thinkers provide shifts in thoughts, detours in thinking to include contrasting reasons, different points of view, alternative plans, differing approaches, and various perspectives of a situation or problem.

THE FOUR ELEMENTS OF PRODUCTIVE TEAMS



ORIGINALITY is the ability to produce ideas that generally are not produced or ideas that are totally new or unique. Originality may result from combining and synthesizing something new. Originality involves getting away from the obvious and commonplace or breaking away from habit bound thinking.

Original thinkers may often be described as “unique,” “surprising,” “wild,” “unusual,” “unconventional,” “novel,” “weird,” “remarkable” or “revolutionary.” They need courage to be creative, because just as soon as they have an idea, they are a minority of one. Original thinkers must be able to withstand the scrutiny and skepticism that will often be directed toward their ideas and themselves.



ELABORATION is the ability to embellish ideas with details or create an intricate plan. Elaboration involves implementation and production of a new idea/invention/program.

Elaborative thinkers are usually good story tellers and tend to be detailed oriented. They can envision plans from beginning to end and notice more elements of a situation than their colleagues. Elaborative thinkers fill in gaps, tie up loose ends, orchestrate and coordinate projects. They are complex thinkers.

The most productive teams have all four creative abilities strongly represented in their membership. Someone needs to be able to generate lots of possibilities because we know that the more ideas we have, the more likely we are to choose a workable solution. Someone needs to be able to see the issue from different vantage points, serving as a personal focus group. Someone needs to come up with something new that hasn't been tried before. Then someone needs to be able to put this work into an action plan with steps and sequences to follow.

TEAM CREATIVE STRENGTHS

In addition to creative abilities, the VCAI identifies team creative strengths. They provide rich and powerful clues regarding your creative potential. They are important to understand as contributing elements of productive collaborations and teamwork.

Your creative strengths are reported with 1-3 white stars based on the number of occurrences in your responses. You receive one white star if it appears once, two stars if it appears twice and three stars if you have multiple examples of these strengths in your responses. A complete list of all of the creative strengths, identified by the VCAI, appears in the Appendix of this report.

▼ **Abstractness of titles**

You go beyond simply giving the name of an object, or a single descriptor by adding interpretations including abstract interpretations.



▼ **Openness: resistance to premature closure**

You are able to delay closure long enough to make the mental leap that makes original ideas possible.



▼ **Combination/synthesis of two or more figures**

You see possibilities beyond the commonplace, synthesizing multiple stimuli into single designs.



▼ **Breakthrough of closure/extension of boundaries**

You maintain openness long enough to permit the mind to make a mental leap and get away from the most obvious response; to somehow open up or extend boundaries.



APPENDIX: CREATIVE STRENGTHS

The VCAI can identify different 19 creative strengths, listed here.

Figural

▼ **Abstractness of titles**

These responses go beyond single descriptors by adding interpretations including abstract interpretations.

▼ **Openness: resistance to premature closure**

These responses delay closure long enough to make mental leaps to original ideas.

▼ **Context: Environment for object, articulate story**

These responses communicate clearly and powerfully through increased details and become part of some system that tells a story.

▼ **Combination/synthesis of two or more figures**

These responses include possibilities beyond the commonplace, synthesizing multiple stimuli into single designs.

▼ **Breakthrough of closure/extension of boundaries**

These responses involves maintaining openness long enough to permit the mind to make a mental leap and get away from the most obvious response.

▼ **Unusual visualization, different perspective**

These responses can be defined as any visual perspective other than the standard, upright, straight-on view

▼ **Internal visual perspective**

These responses involve going beyond exteriors and paying attention to internal, dynamic workings of things.

▼ **Humor: perceptual or conceptual incongruity**

These responses may make you laugh or are considered funny.

APPENDIX: CREATIVE STRENGTHS

▼ **Richness and colorfulness of imagery**

These responses appeal to the senses of touch, smell and sight. They show variety, vividness, liveliness and intensity.

▼ **Feelings and emotions expressed**

These responses indicate feelings such as sadness, happiness, love, anger or similar emotions.

▼ **Fantasy**

These responses may include drawings involving cartoon characters, fairy tales, characters in fables and myths, science fiction, or animated figures.

▼ **Movement and sound**

These responses may be evidenced in titles, speech and/or posture of the figures.

Verbal

▼ **Internal empathic perspective**

These responses involve the use of the word "I" and when feelings are involved.

▼ **Verbal humor: conceptual incongruity**

These responses may make you laugh or are considered funny.

▼ **Richness and colorfulness of imagery**

These responses include evidence of strengths, variety or vividness of imagery.

▼ **Fantasy**

These responses include pretend, imaging or may include magic or supernatural behavior, objects, creatures, monsters, etc.

▼ **Emotions/feelings**

These responses include emotions or feelings such as, joyous, jealous, scared, angry, happy, excited, etc.

▼ **Provocative questions**

These responses might make you think of an object from a different point of view or project you into a different world or a new perspective.

▼ **Future orientation**

These responses occur when future consequences are projected.