

## Competency Self- Assessment: Thinking Creatively

**Instructions:** Please rate yourself on how you demonstrate the expected behavior for each of the statements. With your supervisor, compare, discuss, and determine your strengths and your opportunities for improvement. It is recommended that the supervisor and staff provide examples to support ratings.

Rating Scale	Definitions
N/A	Not applicable; I have not had the opportunity to demonstrate this behavior
1	I rarely demonstrate this behavior; I need improvement in this area
2	I usually demonstrate this behavior; I meet expectations in this area
3	I consistently demonstrate this behavior; I exceed expectations in this area

Behaviors	Rating
<i>Do I...</i>	<i>How Frequently Do I Do This...</i>
A. Identify current issues with providing routine services to customers or clients in order to develop new solutions?	
B. Thoroughly review currently used and accepted knowledge and best practices to develop original solutions to current issues?	
C. Develop original and innovative solutions to address current issues in providing routine services to customers and clients?	
D. Review alternative solutions in order to identify their short-term impact on solving current issues?	
E. Choose the one solution of multiple possible alternatives that best solves current issues?	
F. Reframe issues in multiple ways to assist in developing creative solutions, and present various perspectives to assist in creative solution development?	
<b>Rating Scale Average</b>	

***For additional information and resources related to competencies, please refer to the [Competencies](#) tab on the Performance Management & Development page.***

Employee Name:

Supervisor Name:

Position:

Date: