

Reactivity vs. creativity, possible indicators

DEFINITIONS	
REACTIVITY	Behaviors unhelpful to and not aligned with producing desired outcomes
CREATIVITY	Behaviors helpful to and aligned with producing desired outcomes

REACTIVITY POSSIBLE INDICATORS (TENDENCY TOWARD EXTREMES)	CREATIVITY POSSIBLE INDICATORS (BALANCE BETWEEN EXTREMES)
Blame, finding flaws in personality Actions assessed as good or bad	Non judgment, finding flaws in work processes Actions assessed based on impact on goals
Unbalanced participation Silence about ideas or pushing ideas	Balanced participation Everyone is involved with the intent to learn
Views argued for or against	Views on all sides actively elicited
Little or no inquiry into the observations and data on which opinions are based	Active inquiry into the observations and data on which opinions are based
Excessive negativism about ideas or excessive optimism	Balanced assessment of strengths and limitations of ideas
Absence of conflict or stuck in conflict	Conflict surfaced and managed
Delayed or premature decisions	Effective balance of dialogue and decisions
Failures ignored or judged as bad	Failures used for learning
Lack of attention to what is working and not working in relationships	Exploration of what is working and not working in relationships
Feelings blamed on the behavior of others	Feelings attributed to one's own interpretations of the behavior of others
No specificity of goals Persistent conflict over goals	Goals specified Conflict over goals surfaced and resolved
Unmanageable priorities, fighting fires	Manageable priorities, centeredness in work
Burnout or heroic overwork	Resilience, effort to balance work life

(SEE NEXT PAGE FOR REFERENCES)

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