

SKILLSFUTURE SINGAPORE
CRITICAL CORE SKILLS (CCS) REFERENCE DOCUMENT

CCS Category	Thinking Critically		
CCS	Creative Thinking		
CCS Description	Adopt diverse perspectives in combining ideas or information and making connections between different fields to create different ideas, improvements and solutions		
CCS Proficiency Description	Basic	Intermediate	Advanced
	GSC-CTH-B002-1	GSC-CTH-I002-1	GSC-CTH-A002-1
	Connect ideas or information to propose and test ideas, improvements and solutions which challenge current assumptions or ways of working	Integrate multiple ideas and information from across various fields to develop solutions and new ways of working which address specific issues and deliver impact	Cultivate a culture of innovation and creativity across the organisation to push boundaries and reshape goals and possibilities
Knowledge	<ul style="list-style-type: none"> • Process analysis techniques • Types of information collection tools • Ideation techniques • Experimentation techniques • Problem solving techniques • Brainstorming techniques • Lateral thinking techniques • Impact measurement techniques 	<ul style="list-style-type: none"> • Research and information collection approaches and processes • Strategies for managing creative processes • Techniques for developing imagination • Visualisation techniques • Types of innovation drivers • Types of barriers to creativity • Convergent and divergent thinking techniques • Strategies to evaluate impact of new ideas, improvements or solutions 	<ul style="list-style-type: none"> • Strategies to create a safe space for creative exploration and experimentation • Storytelling techniques • Innovation management strategies • Strategies to evaluate lateral, convergent and divergent thinking techniques • Emerging applications of innovation or creative solutions across industries • Strategies to drive the continuous improvement of the creative processes
Abilities	<ul style="list-style-type: none"> • Employ process analysis techniques to review current work processes and identify potential improvement areas • Collect information related to potential new ideas, improvements or solutions using a variety of identified tools • Apply lateral thinking techniques to improve current ways of performing work activities • Share inputs during brainstorming sessions to support the generation of ideas • Conduct experiments to test ideas, improvements or new solutions in own work areas • Collect information to monitor implementation of ideas, improvements or new solutions against impact criteria 	<ul style="list-style-type: none"> • Identify the desired outcomes of creative thinking processes • Analyse improvement areas to prioritise work areas for action • Develop resource and information collection approaches and processes for identified improvement areas • Facilitate exercises with different stakeholders to enable the generation of ideas and imaginative solutions • Integrate convergent and divergent thinking techniques to develop new approaches, ideas or solutions • Collaborate with internal and external stakeholders to consider how ideas, improvements or new solutions from other areas can be applied to different contexts • Deploy visualisation techniques to communicate proposed new ideas, improvements or solutions • Design experiments to trial the implementation of ideas, improvements or solutions • Design criteria to measure impact of new ideas, improvements or solutions • Analyse outcomes of experiments using an iterative process to continuously improve the implementation of ideas, improvements or new solutions 	<ul style="list-style-type: none"> • Champion organisation's creativity and innovation goals • Foster an organisational culture that encourages creative imagination, experimentation and innovation • Synthesise research and information from various sources within the organisation to determine potential synergies or opportunities for organisation-wide innovation initiatives • Evaluate the implementation of lateral, convergent and divergent thinking techniques to design "out-of-the-box" ideas, improvements or solutions which push the boundaries and solve problems • Engage with internal and external stakeholders to communicate compelling narratives and rationale for implementing new ideas, improvements or solutions • Evaluate outcomes of design experiments to recommend new ideas, improvements or solutions to be implemented across the organisation • Evaluate emerging applications of innovations or solutions across industries to determine any relevant applications within own organisation • Establish strategies to analyse the effectiveness of creative processes across the organisation