



This tool was created by one of our senior clinical team members, Kate McPhee, Learning & Organisational Development Consultant at AccessEAP.

We've all tried the usual suspects and tactics to keep people engaged, motivated, cheerful and focused on work despite the challenges we're all going through. One thing we often forget in the day to day work we all do is to find ways to bring creativity, or creative thinking, into our lives. There's lots of positive psychology research which demonstrates the power of creativity in supporting wellbeing. We like the poem by Guillaume Apollinaire, as it really sums up beautifully how to improve creativity and decision making in the workplace:

"Come to the edge," he said.
"We can't, we're afraid!" they responded.
"Come to the edge," he said.
"We can't, We will fall!" they responded.
"Come to the edge," he said.
And so they came.
And he pushed them.
And they flew."

See our ideas for helping you support your people to be creative:

1. When there is a new initiative, idea or project as a leader surround that team with what they need and then get out of the way. Let them take the lead, have a go and offer suggestions only when asked.
2. Focus your people more on the "why" they are doing things rather than the "how" or the "when". Too much detail on implementation too early can stifle creativity. Present the ideal future state or outcome and let them tell you how to get there.
3. Recognise failure for learning when it happens and actively encourage "blue sky thinking". There may be many ideas that simply don't get across the line, but it may be useful for the next project.
4. Most importantly, be curious in your approach to moving forward, as the easiest way to reduce creativity is to be against taking risks and to be playing it safe.

If you need some assistance in embracing creativity for wellbeing, we encourage you to talk to one of our Senior Clinicians through our Manager Support Hotline or book yourself in for an EAP session. We think that the best is yet to come and would like to assist you in being ready for when it does. As always, as your EAP, we are here to support your people whatever the nature of their concerns; please contact AccessEAP on **1800 818 728**.