

<p>Title of the Learning Unit</p>	<p>Creativity in your work</p>
<p>Sub Units</p>	<p>a) Thinking and acting open minded b) Seeing and seizing opportunities</p>
<p>EQF</p>	<p>1-5</p>
<p>Learning Outcomes for unit a and b</p>	<p>a) He possesses an open and curious mindset in order to develop new ideas/products. b) He puts ideas into action to solve issues/problems or develop new services/products.</p>
<p>Sub Unit a): Thinking and acting open minded Key behaviour aspects in levels:</p>	<p>EQF Level 1 He listens to colleagues' opinions and will try out new ways of working after instruction</p> <p>EQF Level 2 He shows interest in colleagues' opinions and will try out if they work in his own practice</p> <p>EQF Level 3 He compares options, asks questions and asks for feedback and sometimes he will try several things out to see what works best</p> <p>EQF Level 4 He generates his own ideas and compares them with others' ideas and he will often try out if they work in practice</p> <p>EQF Level 5 He gathers information and feedback and uses it to develop her/his own ideas and the ideas of others and makes sure he himself and others will try out new things</p>

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Competence for subunit a	Knowledge for subunit a	Skills for subunit a
<p>S/he ... Dus: competence is de verantwoordelijkheid nemen om het te doen.</p> <p>EQF Level 1 He listens to colleagues' opinions and will try out new ways of working after instruction</p> <p>EQF Level 2 He shows interest in colleagues' opinions and will try out if they work in his own practice</p> <p>EQF Level 3 He compares options, asks questions and asks for feedback and sometimes he will try several things out to see what works best</p> <p>EQF Level 4 He generates his own ideas and compares them with others' ideas and he will often try out if they work in practice</p> <p>EQF Level 5 He gathers information and feedback and uses it to develop her/his own ideas and the ideas of others and makes sure he himself and others will try out new things</p>	<p>S/he ...</p> <ul style="list-style-type: none"> • How to make use of the knowledge you already have in the moment that you are creative. • In some cases, it is useful for level 3-5 to have some knowledge about creativity itself. 	<p>S/he ...</p> <ul style="list-style-type: none"> • Being alert and looking what is happening • Postponing judgments • Thinking about your own mental models • Listening to others • Asking open questions • Checking if you and the other understand each other correctly • Doing (small) experiments • Developing more than one scenario • Brainstorming techniques • Keeping a conversation going • Finding more than one solution and choose the best one • Asking for other's concerns and motives. • Decoding other peoples' communication according to their background.



Learning Unit

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**Sub Unit b):
Seeing and seizing opportunities
Key behaviour aspects in levels:**

EQF Level 1

EQF Level 2 He sees and acts on opportunities when someone points them out within her/his own working context

EQF Level 3 He sees opportunities when a problem or change occurs and he seizes that opportunity for (almost) immediate action

EQF Level 4 He looks for opportunities outside of his own context or team and translates them into action for his own team/company on the short and long term

EQF Level 5 He looks for and identifies opportunities within and outside of the company and applies innovative ideas with short term action and a long term vision

Competence for unit b	Knowledge for unit b	Skills for unit b
<p>S/he ...</p> <p>EQF Level 1</p> <p>EQF Level 2 He sees and acts on opportunities when someone points them out within her/his own working context</p> <p>EQF Level 3 He sees opportunities when a problem or change occurs and he seizes that opportunity for (almost) immediate action</p> <p>EQF Level 4 He looks for opportunities outside of his own context or team and translates them into action for his own team/company on the short and long term</p> <p>EQF Level 5 He looks for and identifies opportunities within and outside of the company and applies innovative ideas with short term action and a long term vision</p>	<p>S/he ...</p> <ul style="list-style-type: none"> • How to make use of the knowledge you already have in the moment you are creative. • In some cases, it is useful for level 3-5 to have some knowledge about creativity itself. 	<p>S/he ...</p> <ul style="list-style-type: none"> • Dealing with uncertainty • Consciously stepping outside of routine and actively look for opportunities • Stop and reflect on what happened • Proposing a solution even when the outcome is unusual or unpleasant. • Putting new or innovative ideas or solutions into practice • Taking multiple perspectives into account • Translating and adapting what others do to his own job, situation or company • Coming up with new ideas or methods that are interesting for others • Communicates his ideas in a way that is constructive and clear for customers/colleagues • Analysing what's happening in other markets and branches • Developing a longer term vision and/or action plan