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## **Kirton Innovation Adaption Inventory**

**The management of change & diversity** is a key issue at the top of the 'most challenging' list for many people today. To be successful you need to define and use diversity to your advantage; but this can only be done with knowledge and skill.

The Adaption-Innovation Theory and its associated psychometric instrument (KAI) will provide you with **insight into how people solve problems** and interact while making decisions.

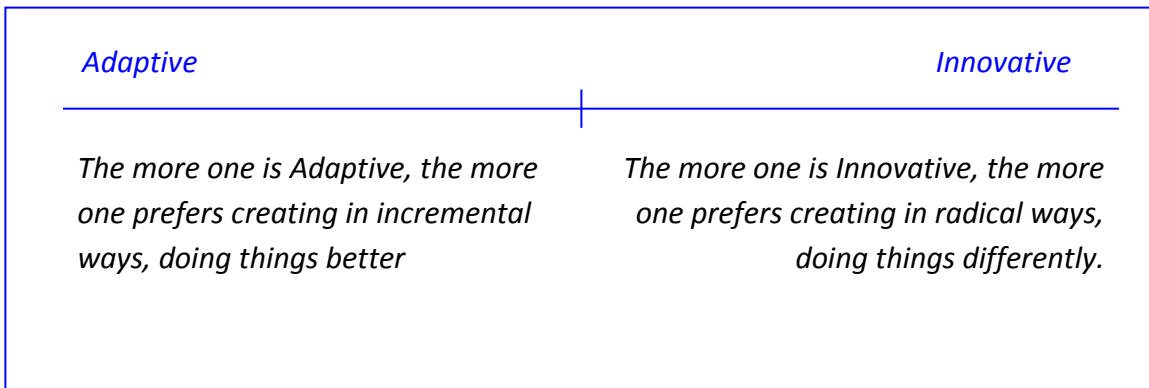
The KAI describes your creative style, your preference in managing change, your tolerance for risk, and your approach to discovering opportunities and problem solving. The Adaption Innovation theory is heavily researched - over 200 articles and more than 70 theses have reinforced the robustness of the instrument.

- All people are creative; everyone solves problems, makes decisions, and brings about change.
- Preferences are stable but behavior is flexible.
- Each style has advantages and disadvantages; there is no BEST style.
- Innovators and Adaptors can be equally creative and equally good or bad at problem solving but they do so differently.
- Style is relative, not absolute.

## Can you leverage creative styles?

Challenge: To describe personal preferences in creating, managing change and solving problems. To better understand different styles of creativity.

Solution: Assess individual style using the Kirton Adaption-Innovation questionnaire (KAI). The report gives individuals feedback about their style preference and ideal work environments.



The KAI is a 32-question inventory. Results from the KAI are plotted on a continuum. Understanding the strengths and potential pitfalls one's preferences is a key to enhanced communication and collaboration during the creative process.

## Benefits:

- \* Enhanced understanding of your own creative process.
- \* Increased respect for the creative preferences of your teammates and associates.
- \* New ideas for leveraging the inherent preferences of others.