



President and Provost Roundtable Discussion

Topic: Creative Confidence

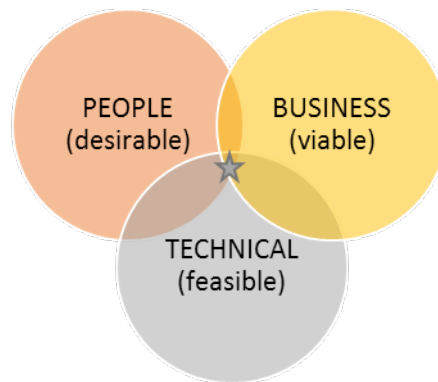
Questions:

- What are the thoughts on personality traits as the key to hiring?
- What attributes make someone effective as a faculty or staff at SHSU?
- Does creativity = innovation?
- Are there common values or attributes for SHSU graduates?

Outcomes of creative confidence

- More comfortable with uncertainty
- Able to leap into action
- Not resigned to status quo
- Freed to speak one's mind & challenge existing ways of doing things
- Act with greater courage
- More persistence in tackling obstacles (Kelley & Kelley, 2013)

Finding the Sweet Spot of Feasibility, Viability, and desirability (Kelley & Kelley, 2013)



15 Traits of the Ideal Employee

1. Action – oriented
2. Intelligent
3. Ambitious
4. Autonomous
5. Display leadership
6. Cultural fit
7. Upbeat
8. Confident
9. Successful
10. Honest
11. Detail oriented
12. Modest
13. Hard working
14. Marketable
15. Passionate

You can train an employee on your product or service, but you can't train someone to have integrity, resiliency, self-confidence and work ethic. Be flexible on background requirements, but continue to be stringent on personality traits. (Sundheim, 2013)

IBM Global CEO Study

In surveying more than 1,500 CEOs from around the world, the IBM 2010 Global CEO Study found that chief executives believe successfully navigating an increasing complex world will require creativity. (IBM, 2010)



References

1. Kelley, T. & Kelley, D. (2013). *Creative confidence: Unleashing the creative potential within us all*. New York: Crown Business.
2. Sundheim, K. (2013, April 2). 15 traits of the ideal employee. *Forbes*. Retrieved from <http://onforb.es/16hjFfc>
3. IBM. (2010). IBM global CEO study: creativity selected as most crucial factor for future success [Press release]. Retrieved from <http://www-03.ibm.com/press/us/en/pressrelease/31670.wss>