Sparkling Creativity
Workplace Applications of Restorative Practices

Linda Kligman
Creativity happens not with one brilliant flash, but in a chain reaction of many tiny sparks.

(Sawyer, 2017, p.8)
Rules
Rituals
Developing Skills

- Listening
- Interpersonal Skills
- Conflict Management
- Appreciating Diversity
- Courage
- Compassion
- Integrity & Trust
Group Flow  
(Sawyer, 2017)

- Clear Goal
- Close Listening
- Communication Skills
- Familiarity
- Meaningful Participation
- Appreciate one Another
### Restorative Skills vs. Group Flow

<table>
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The best way to get good ideas is to get lots of ideas and throw away the bad ones.

Linus Pauling
Innovation
(Giles, 2018, p. 58)
Social Discipline

CONTROL (limit-setting, discipline)

TO
Punitive

WITH
Restorative

NOT
Neglectful

FOR
Permissive

SUPPORT
(encouragement, nurture)

HIGH

LOW

Adapted by Paul McCold and Ted Wachtel from Glaser, 1969
Psychological Safety

OUR BASIC CONCEPTS

- We believe that people are capable of growing and learning in their work and behavior.

- We respond to situations WITH people, not TO them, FOR them, or NOT at all.

- We separate the deed from the doer by affirming the worth of the individual while disapproving of inappropriate behavior.

- People function best in an environment that encourages free expression of emotion – minimizing the negative, maximizing the positive, but allowing people to say what is really on their minds.

- We are not expected to have all of the answers. Instead of trying to answer or act without adequate knowledge, we need to ask others for help.

- We hold each other accountable by giving and receiving feedback respectfully.

- We act as role models by admitting when we are wrong and being humble.

- We help people develop competencies rather than providing the answers for them.
26% more fluency
15% more originality

Familiarity breaks social inhibitions
Building Teams
Social effects can improve cognitive processes (Breslin, 2018)

Full member participation has a positive benefit on groups.
Participatory Learning and Decision Making
I have learned that in this exquisitely connected world it’s never a question of critical mass it’s always about critical connections

(Wheatley, 2006, p. 45)
I have learned that in this exquisitely connected world it's never a question of critical mass it's always about critical connections  
(Wheatley, 2006, p. 45)
Positive Change
Communicate
Collaborate
and Create!

SATISFACTION

MEANING

HAPPINESS

SAFETY

CONNECTIONS

LEARNING
Thank You!
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