

Chapter 009, Idea Generation and Idea Evaluation: Cognitive Skills and Deliberate Practices

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NOTE: This is a single chapter excerpted from the book *Handbook of Organizational Creativity*, made available for individual purchase. Additional chapters, as well as the entire book, may be purchased separately.

This chapter illustrates precise aspect of the creative process, reviews descriptions, skills and practices associated with idea generation and idea evaluation. Before delving headlong into a review of idea generation and idea evaluation, it is important first to define these terms, and then to locate these constructs within the network of related creativity concepts. Creativity studies are a young field, and within this field, the topic of organizational creativity is a recent area of interest. With the increased concern for innovation among corporations, it would be useful to engage in more field studies. Within the field of creativity, idea generation in general and the usefulness of idea generation methods has received much greater attention than idea evaluation. Idea evaluation research needs to catch up to the body of literature dedicated to idea generation; what training approaches work best, to what degree does training transfer to the workplace, what are the most effective approaches for organizations to vet and develop the most promising ideas, what idea evaluation tools are most useful to individuals and teams, and what dynamics impact successful idea evaluation in teams. These are just a few of the questions that might be useful to explore in future research.



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