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Individual Creativity in Organizations; Abstract; Dual Properties of Individual Creativity in Organizations; Categories of Emergence; Kozlowski and Klein's Typology; Roschian Approach to Conceptualization; Conceptualization of Composition Emergence; Conceptualization of Complementarity Emergence; Conceptualization of Compilation Emergence; Conclusion; Section 2: Intelligence and Cognition

Chapter 5: Interruptions and Multitasking: Advantages and Disadvantages for Creativity at WorkAbstract; Introduction; Interruptions and Multitasking; The Effect of Interruptions and Multitasking on Creative Performance; Interruptions, Multitasking, and Cognitive Resources for Creativity; Interruptions, Multitasking, and Their Affective Influences on Creativity; Types of Interruptions and Multitasking and Their Cognitive and Affective Influences on Creativity; Conclusions, Implications, and Future Directions

Chapter 6: The Skills Needed to Think Creatively: Within-Process and Cross-Process SkillsAbstract; Acknowledgments; Creative Thinking Processes; Skills in Process Execution; Cross-Process Skills; Causal Analysis; Discussion; Chapter 7: The Intellectual Structure and Outlooks for Individual Creativity Research: A Bibliometric Analysis for the Period 1950-2016; Abstract; Introduction; Foundations of (Individual) Creativity; Methods and Results; Discussion; Section 3: Motivation/Affect/Preferences; Chapter 8: Creative Styles in the Workplace: New vs Different; Abstract

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Sommario/riassunto

Rapid technological change, global competition, and economic uncertainty have all contributed to organizations seeking to improve creativity and innovation. Researchers and businesses want to know what factors facilitate or inhibit creativity in a variety of organizational settings. Individual Creativity in the Workplace identifies those factors, including what motivational and cognitive factors influence individual creativity, as well as the contextual factors that impact creativity such as teams and leadership. The book takes research findings out of the lab and provides examples of these findings put to use in real world organizations.

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