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Autore	Wienkamp Heribert
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Sommario/riassunto	Creativity diagnostics is actually paradoxical and “an impossible task.” It is neither plannable nor retrievable on demand, nor can it be prescribed with the motto: “Be spontaneous” or “Be creative!” All previous attempts to assess creative performance or behavior, for example through creativity tests using the criteria of “idea richness” and “idea diversity” under formal standardization rules (e.g. time limits) and norms, have mostly failed to meet expectations, whether in schools or in corporate aptitude diagnostics. At best, creativity could be demonstrated in the artistic-scientific field through work samples or “brilliant inventions.” In day-to-day operations and workplaces, creativity is typically observable over a longer period, taking into account its usefulness and social acceptance. What “approaches” might be possible in psychological diagnostics to assess creativity, and what limitations they are subject to, is the topic of this “creative” article. Target groups Psychologists and HR experts in both academia and practice, as well as school educators and HR managers responsible for evaluating the creative performance of their employees. About the

author Dr. Heribert Wienkamp, a certified psychologist with a PhD in Psychology, has worked for many years in various HR roles in a bank and a building society. The translation was done with the help of artificial intelligence. A subsequent human revision was done primarily in terms of content. This book is a translation of an original German edition. The translation was done with the help of artificial intelligence (machine translation by the service DeepL.com). A subsequent human revision was done primarily in terms of content, so that the book will read stylistically differently from a conventional translation.
